



August 1995

Working Arrangements

Australia

Product No. 6342.0.40.001



29 FEBRUARY 1996

NEW ISSUE

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NOTE: The following commentary and a set of core tables from this survey were published in the January issue of *Labour Force, Australia* (6203.0)

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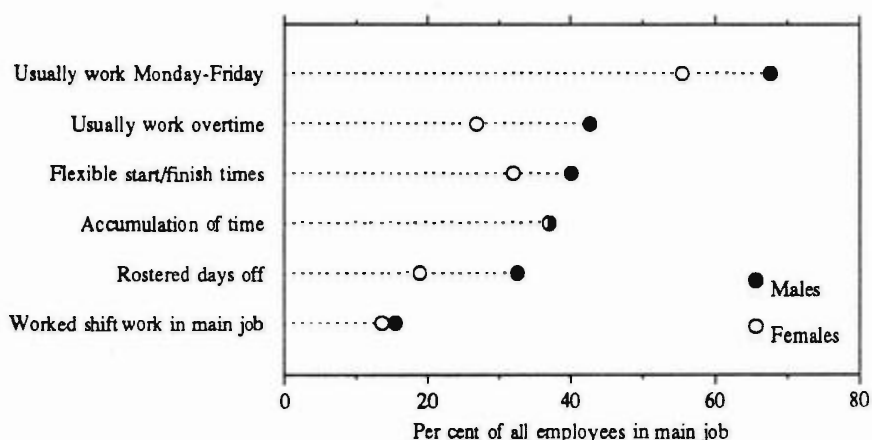
INQUIRIES

- For further information about these statistics, contact Mr Michael Jones on Canberra telephone (06) 252 6503 or facsimile (06) 252 7784 or Labour Force Inquiries in your ABS State office (see last page for contact numbers).
- For information about other ABS statistics and services, please refer to the back page of this Standard Data Service.

SUMMARY OF FINDINGS

A survey of working arrangements was conducted in August 1995 as a supplement to the Monthly Labour Force Survey. The survey was held amongst persons who were employees in their main job, however it excluded persons attending school (See Explanatory Notes and Glossary).

DIAGRAM 1. PROPORTION OF ALL EMPLOYEES PARTICIPATING IN SELECTED WORKING ARRANGEMENTS, AUGUST 1995



Source: Table 3

FLEXIBILITY OF START AND FINISH TIMES IN MAIN JOB

Of the 6,690,000 employees in August 1995 covered by the survey, 4,248,300 (64%) employees had fixed start and finish times. Of those who had fixed start and finish times 21% had negotiated times with their employer (similar to the 20% result for the August 1993 survey).

However, for 2,441,600 (36%) employees, start and finish times were not fixed. For 23% of employees (up from 21% in August 1993), times were variable daily and for 14% of employees times were variable but not on a daily basis.

The proportion of full-time employees who were able to vary times on a daily basis has increased from 24% for males and 19% for females in August 1993 to 26% and 21% respectively in August 1995. For part-time employees in August 1995, 19% of males and 18% of females were able to vary times on a daily basis, both unchanged from August 1993 (Table 1).

The occupation groups with the highest proportions of employees able to vary times on a daily basis were Managers and administrators (56%), Professionals (34%) and Clerks (29%). In contrast, the occupations with the highest proportion of employees whose times were fixed and not negotiated with their employer were Labourers and related workers (63%), Plant and machine operators, and drivers (62%) and Tradespersons (61%).

The industry divisions with the highest proportions of employees able to vary times on a daily basis were Government administration and defence (48%), Agriculture, forestry and fishing (38%) and Property and business services (37%). In contrast, the industry divisions with the highest proportion of employees whose times were fixed and not negotiated with their employer were Mining (66%), Education (61%) and Manufacturing (60%).

Of the 1,675,000 public sector employees 26% were able to vary times on a daily basis, 11% had times that were variable but not on a daily basis, 12% had fixed times that were negotiated with their employer and 51% had fixed times that were not negotiated with their employer. In comparison, the respective proportions for private sector employees were 22%, 15%, 14% and 50%.

Employees who worked for smaller employers had more flexible start and finish times than employees who worked for larger employers. Where size of location was less than 10 employees, 29% of employees were able to vary times on a daily basis, while 40% had fixed times that were not negotiated with their employer. In comparison, the proportions where size of location was 10 to 99 employees were 18% and 54% respectively, while the proportions where size of location was 100 or more employees were 23% and 52% respectively (Table 6).

ACCUMULATION OF TIME CREDITS IN MAIN JOB

Some 37% of male and female employees were able to work extra hours in order to take time off work in the future that is, they were able to accumulate time credits.

Full-time employees were more able to accumulate time credits than part-time employees. Some 39% of male and 42% of female full-time employees could accumulate time credits. In comparison, 21% of male and 30% of female part-time employees could accumulate time credits.

Occupation groups with the greatest ability to accumulate time credits were Clerks (47% for males and 54% for females) and Managers and administrators (47% for males and 49% for females). In contrast, 23% of male and female Plant and machine operators, and drivers and 27% of male and 22% of female Labourers and related workers could accumulate time credits.

The industry division with the highest proportion of employees who could accumulate time credits was Government administration and defence (55% of males and 66% of females).

Employees who worked for smaller employers were more likely to be able to accumulate time credits than employees who worked for larger employers. Where size of location was less than 10 employees, 46% of male and 40% of female employees could accumulate time credits. In comparison the proportions were 40% of male and 38% of female employees where there were 10 to 19 employees, just over one-third of male and female employees where there were 20 to 99 employees, and 34% of male and 39% of female employees where there were 100 or more employees (Table 7).

ROSTERED DAYS OFF IN MAIN JOB (RDO)

In August 1995, some 27% of employees were entitled to Rostered Days Off (RDO), a slight decrease from 28% in August 1993. Just under one-third of males and 19% of females were entitled to RDO.

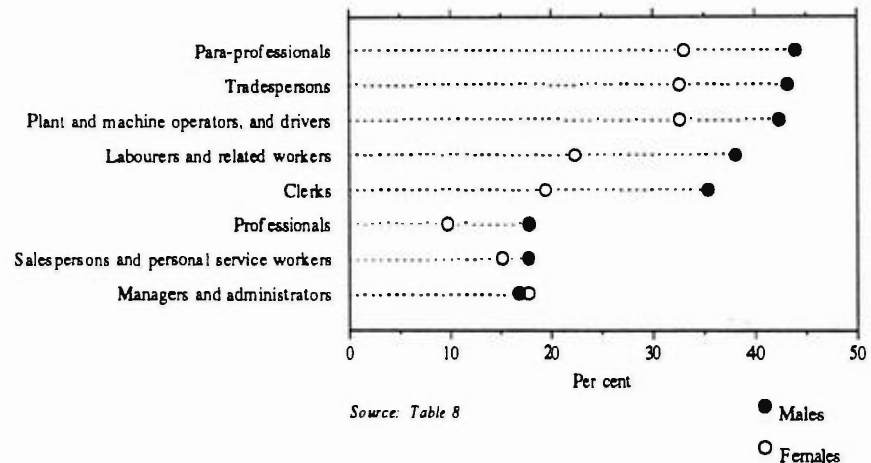
The proportion of full-time employees who were entitled to RDO decreased from 37% for males and 31% for females in August 1993 to 36% and 29% respectively in August 1995. For part-time employees in August 1995, both 5% of males and females were entitled to RDO (Table 1).

The occupation groups with the highest proportion of employees entitled to RDO were Para-professionals (44% of males and 33% of females) followed by Tradespersons (43% of males and 33%).

Industry divisions with the highest proportion of employees entitled to RDO were Electricity, gas and water (76% of males and 68% of females) followed by Communication services (62% of males and 34% of females).

Although females had a lower incidence of entitlement to RDO, those who were entitled to RDO were more likely (75%) than male employees (65%) to have some choice in when a rostered day off is to be taken (Table 8).

DIAGRAM 2. PROPORTION OF EMPLOYEES ENTITLED TO ROSTERED DAYS OFF: OCCUPATION AND SEX, AUGUST 1995



OVERTIME REGULARLY WORKED IN MAIN JOB

Some 36% of employees work overtime in their main job on a regular basis, up from 33% in 1993. Full-time employees were more likely (43%) to work overtime than part-time employees (12%).

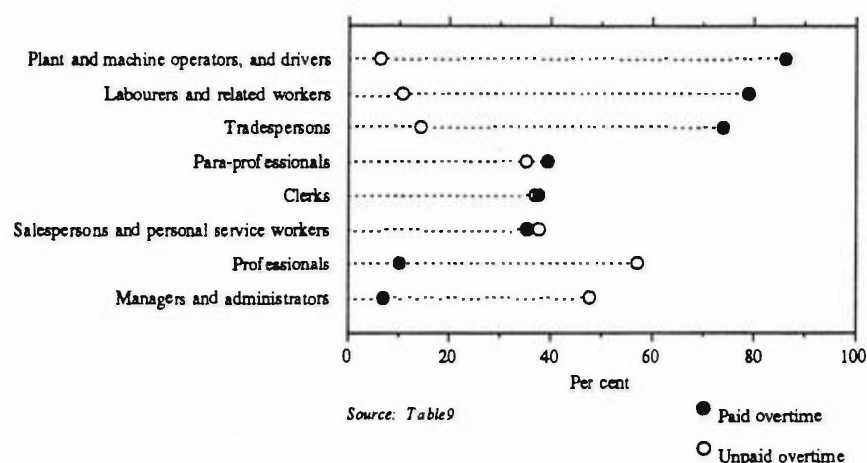
Occupation groups with the highest proportions of employees who usually worked overtime were Managers and administrators (62%) and Professionals (56%).

Most employees who worked overtime usually work 1 to 4 hours overtime per week (31%) or 5 to 9 hours (30%).

Some 41% of employees who usually worked overtime received paid overtime in their most recent period of overtime. A further 35% worked unpaid overtime, 20% had overtime included in their salary package and 4.0% received time off in lieu.

Of the 970,000 employees who received paid overtime in their most recent period of overtime, 18% were paid normal time, 49% were paid time and a half, 10% were paid double time and the rate of payment varied for 18% (Table 9).

DIAGRAM 3. PROPORTION OF EMPLOYEES WHO REGULARLY WORK OVERTIME: WHETHER MOST RECENT OVERTIME WAS PAID OR UNPAID AND OCCUPATION, AUGUST 1995



SHIFT WORK IN MAIN JOB

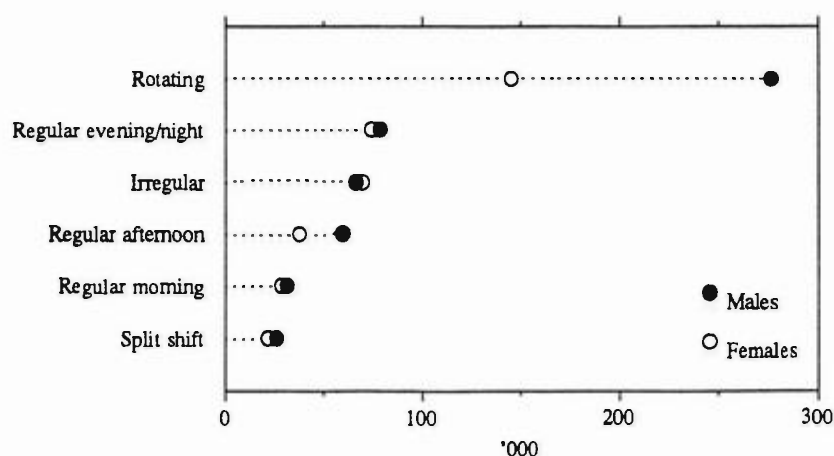
In the four weeks before the survey week, 15% of employees had worked shift work. Part-time employees were more likely (17%) to have worked shift work than full-time employees (14%).

Occupation groups with the highest proportions of employees who worked shift work in the last four weeks were Para-professionals (44%) and Plant and machine operators, and drivers (31%). In comparison, some one-in-twenty Professionals, Managers and administrators and Clerks had worked shift work in the last four weeks.

Industry divisions with the highest proportions of employees who worked shift work in the last four weeks were Mining (46%) and Health and community services (36%).

Of the 977,400 employees who worked shift work in the last four weeks, the most common arrangements for the most recent shift were rotating shift (43%), followed by regular evening, night or graveyard shift (16%), irregular shift (14%) and regular afternoon shift (10%) (Table 10).

DIAGRAM 4. EMPLOYEES WHO WORKED SHIFT WORK IN THE PREVIOUS 4 WEEKS: TYPE OF SHIFT WORKED AND SEX, AUGUST 1995



DAYS OF THE WEEK USUALLY WORKED

Three-quarters of full-time employees usually worked Monday to Friday in their main job. A further 13% worked some weekdays and some weekends, and 9.0% had varying working patterns.

Part-time employees had more varied working patterns than full-time employees. Some 23% of part-time employees worked Monday to Friday. Just over one third usually worked on weekdays, but not Monday to Friday, while 21% had varying work patterns, 16% worked some weekdays and some weekends, and 4.7% worked weekends only (Table 1).

EMPLOYEES WORKING PART-TIME HOURS

Some 338,800 (9.2%) of males and 1,214,600 (41%) of female employees worked part-time hours in their main job. The most common reasons given by females for working part-time hours in their main job were 'Own choice' (29%), 'Standard work arrangements or requirement of the job' (18%), 'Childcare' (18%) and 'Not enough work available' (16%).

In comparison, the most common reasons given by males for working part-time hours in their main job were 'Personal reasons' (29%), 'Not enough work available' (26%), 'Standard work arrangements or requirement of the job' (17%) and 'Own choice' (17%) (Table 11).

ABSENCES

Some 1,236,200 (18%) of all employees had an absence from their main job of at least three hours duration in the two weeks prior to the survey.

The main reasons reported for most recent absence employees were 'Own ill health, physical disability or pregnancy' (48% for males and 53% for females) and 'Recreational purposes' (24% for males and 21% for females).

Most absences had been taken on sick leave (52% of males and 54% of females) and holiday leave (25% of males and 20% of females).

The majority of leave taken was paid (77% of males and 70% of females).

Of 1,236,200 employees who had been absent from work there were 517,000 (42%) whose most recent absence was for one whole day. A further 16% had been absent two whole days, 19% had been absent 3 to 5 whole days, 14% had been away 6 or more whole days and 10% had only part days off (Table 13).

DIAGRAM 5. EMPLOYEES WHO HAD AN ABSENCE FROM WORK DURING A TWO WEEK REFERENCE PERIOD, AUGUST 1995

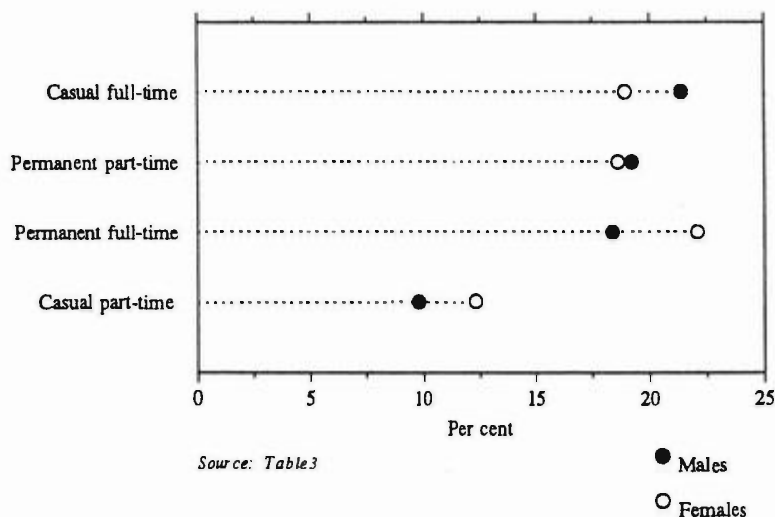


TABLE 1. EMPLOYEES: FULL-TIME AND PART-TIME EMPLOYEES IN MAIN JOB AND SELECTED WORKING ARRANGEMENTS, AUGUST 1993 AND AUGUST 1995

	August 1993(a)			August 1995			Proportion of employees at August 1995		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
FULL-TIME EMPLOYEES									
	— '000 —						— per cent —		
<i>Whether start and finish times are fixed —</i>									
Start and finish times are not fixed	1,166.0	460.0	1,626.0	1,329.0	533.1	1,862.1	39.8	30.1	36.5
Variable daily	753.9	301.0	1,054.9	863.3	363.6	1,226.9	25.9	20.6	24.0
Not variable daily	412.1	159.0	571.1	465.7	169.5	635.2	14.0	9.6	12.4
Start and finish times are fixed	1,997.2	1,166.9	3,164.1	2,006.5	1,235.2	3,241.7	60.2	69.9	63.5
Times were negotiated with employer	354.1	217.9	572.1	367.8	244.1	611.9	11.0	13.8	12.0
Times were not negotiated with employer	1,643.0	949.0	2,592.1	1,638.8	991.1	2,629.9	49.1	56.1	51.5
<i>Whether entitled to rostered days off —</i>									
Entitled to a rostered day off	1,180.6	495.7	1,676.3	1,187.1	508.2	1,695.4	35.6	28.7	33.2
Every week	75.8	46.2	122.0	93.0	54.9	147.9	7.8	10.8	8.7
Every fortnight	303.6	88.9	392.5	303.7	91.3	394.0	25.5	18.0	23.2
Every month	716.3	316.8	1,033.0	708.6	322.4	1,031.0	59.7	63.4	60.8
Other	84.9	43.9	128.8	82.7	39.7	122.4	7.0	7.8	7.2
Not entitled to a rostered day off	1,982.6	1,131.2	3,113.8	2,148.4	1,260.0	3,408.5	64.4	71.3	66.8
<i>Days of week usually works in main job —</i>									
Monday to Friday	2,366.2	1,291.9	3,658.2	2,425.2	1,388.6	3,813.8	72.7	78.5	74.7
Nine day fortnight	52.3	14.6	66.9	53.6	7.0	60.6	1.6	0.4	1.2
Days vary from week to week	279.7	149.6	429.3	308.1	152.5	460.5	9.2	8.6	9.0
Days vary from month to month	n.a.	n.a.	n.a.	22.5	9.4	32.0	0.7	0.5	0.6
Other	465.0	170.8	635.8	526.2	210.8	737.0	15.8	11.9	14.4
Usually works weekdays only	30.1	33.8	63.9	30.8	33.9	64.7	0.9	1.9	1.3
Usually works weekends only	*0.4	*0.1	*0.5	*0.7	*0.8	*1.5	*0.0	*0.0	*0.0
Works some weekdays and some weekends	434.5	136.9	571.4	494.7	176.1	670.9	14.8	10.0	13.1
Total	3,163.2	1,626.9	4,790.1	3,335.6	1,768.3	5,103.8	100.0	100.0	100.0
PART-TIME EMPLOYEES									
	— '000 —						— per cent —		
<i>Whether start and finish times are fixed —</i>									
Start and finish times are not fixed	130.3	366.4	496.6	153.0	426.6	579.5	42.6	34.8	36.5
Variable daily	56.1	200.2	256.3	69.2	220.6	289.8	19.3	18.0	18.3
Not variable daily	74.2	166.2	240.3	83.8	205.9	289.8	23.3	16.8	18.3
Start and finish times are fixed	161.0	723.3	884.3	206.0	800.6	1,006.6	57.4	65.2	63.5
Times were negotiated with employer	37.2	204.2	241.4	46.0	247.4	293.4	12.8	20.2	18.5
Times were not negotiated with employer	123.8	519.1	642.9	160.0	553.2	713.2	44.6	45.1	45.0
<i>Whether entitled to rostered days off —</i>									
Entitled to a rostered day off	12.8	50.5	63.4	18.2	60.5	78.7	5.1	4.9	5.0
Every week	*3.2	19.4	22.6	7.1	22.8	28.9	39.0	36.1	36.7
Every fortnight	*1.4	6.3	7.6	*2.7	7.9	10.6	*14.7	13.1	13.5
Every month	5.5	16.1	21.6	7.2	18.2	25.4	39.5	30.2	32.3
Other	*2.8	8.7	11.6	*1.2	12.5	13.7	*6.8	20.6	17.4
Not entitled to a rostered day off	278.4	1,039.2	1,317.6	340.8	1,166.7	1,507.5	94.9	95.1	95.0
<i>Days of week usually works in main job —</i>									
Monday to Friday	72.8	240.8	313.6	83.8	277.7	361.5	23.3	22.6	22.8
Nine day fortnight	*0.5	*0.7	*1.2	*0.3	*1.2	*1.5	*0.1	*0.1	*0.1
Days vary from week to week	70.3	234.3	304.7	79.0	261.2	340.3	22.0	21.3	21.5
Days vary from month to month	n.a.	n.a.	n.a.	6.8	9.4	16.2	1.9	0.8	1.0
Other	147.6	613.9	761.5	189.0	677.6	866.7	52.7	55.2	54.6
Usually works weekdays only	73.1	390.9	464.0	86.6	444.4	531.0	24.1	36.2	33.5
Usually works weekends only	14.6	49.83	64.4	24.9	50.4	75.2	6.9	4.1	4.7
Works some weekdays and some weekends	59.9	173.2	233.1	77.5	182.9	260.4	21.6	14.9	16.4
Total	291.3	1,089.7	1,381.0	359.0	1,227.2	1,586.2	100.0	100.0	100.0

TABLE 1. EMPLOYEES: FULL-TIME AND PART-TIME EMPLOYEES IN MAIN JOB AND SELECTED WORKING ARRANGEMENTS, AUGUST 1993 AND AUGUST 1995 — *continued*

	August 1993(a)			August 1995			Proportion of employees at August 1995		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
TOTAL									
	— '000 —						— per cent —		
<i>Whether start and finish times are fixed —</i>									
Start and finish times are not fixed	1,296.3	826.4	2,122.7	1,482.0	959.6	2,441.6	40.1	32.0	36.5
Variable daily	810.0	501.2	1,311.2	932.5	584.2	1,516.7	25.2	19.5	22.7
Not variable daily	486.3	325.2	811.5	549.5	375.4	924.9	14.9	12.5	13.8
Start and finish times are fixed	2,158.2	1,890.3	4,048.4	2,212.6	2,035.8	4,248.3	59.9	68.0	63.5
Times were negotiated with employer	391.3	422.1	813.5	413.8	491.5	905.3	11.2	16.4	13.5
Times were not negotiated with employer	1,766.8	1,468.1	3,235.0	1,798.8	1,544.3	3,343.1	48.7	51.6	50.0
<i>Whether entitled to rostered days off —</i>									
Entitled to a rostered day off	1,193.4	546.3	1,739.7	1,205.3	568.7	1,774.0	32.6	19.0	26.5
Every week	79.0	65.6	144.6	100.1	76.7	176.8	8.3	13.5	10.0
Every fortnight	304.9	95.2	400.1	305.4	99.2	404.6	25.3	17.4	22.8
Every month	721.8	332.9	1,054.7	715.8	340.6	1,056.4	59.4	59.9	59.6
Other	87.8	52.6	140.4	84.0	52.2	136.1	7.0	9.2	7.7
Not entitled to a rostered day off	2,261.0	2,170.4	4,431.4	2,489.3	2,426.7	4,916.0	67.4	81.0	73.5
<i>Days of week usually works in main job —</i>									
Monday to Friday	2,439.0	1,532.7	3,971.7	2,509.0	1,666.2	4,175.2	67.9	55.6	62.4
Nine day fortnight	52.8	15.3	68.1	53.9	8.2	62.1	1.5	0.3	0.9
Days vary from week to week	350.0	383.9	734.0	387.1	413.7	800.8	10.5	13.8	12.0
Days vary from month to month	n.a.	n.a.	n.a.	29.3	18.8	48.1	0.8	0.6	0.7
Other	612.6	784.7	1,397.3	715.2	888.4	1,603.7	19.4	29.7	24.0
Usually works weekdays only	103.2	424.8	527.9	117.4	478.3	595.7	3.2	16.0	8.9
Usually works weekends only	15.0	49.9	64.8	25.6	51.1	76.7	0.7	1.7	1.1
Works some weekdays and some weekends	494.5	310.1	804.6	572.3	359.0	931.3	15.5	12.0	13.9
Total	3,454.5	2,716.6	6,171.1	3,694.6	2,995.4	6,690.0	100.0	100.0	100.0

(a) Revised to exclude persons still at school.

TABLE 2. EMPLOYEES: FULL-TIME AND PART-TIME EMPLOYEES IN MAIN JOB, WEEKLY EARNINGS
IN MAIN JOB AND SELECTED WORKING ARRANGEMENTS, AUGUST 1995

	Weekly earnings in main job (\$)						Total	Mean weekly earnings in main job
	Under 160	160 and under 320	320 and under 480	480 and under 640	640 and under 800	800 and over		
	MALE FULL-TIME EMPLOYEES							
	—'000—						—dollars—	
<i>Whether start and finish times are fixed—</i>								
Start and finish times are not fixed	23.5	70.2	182.9	302.6	249.3	500.6	1,329.0	777
Variable daily	16.9	41.4	97.7	178.8	166.0	362.5	863.3	809
Not variable daily	6.6	28.8	85.3	123.7	83.2	138.2	465.7	717
Start and finish times are fixed	21.3	135.3	541.6	627.1	326.0	355.3	2,006.5	602
Times were negotiated with employer	5.3	21.4	75.5	107.4	65.9	92.3	367.8	656
Times were not negotiated with employer	16.0	114.0	466.1	519.6	260.1	263.0	1,638.8	590
<i>Whether able to work extra hours in order to take time off—</i>								
Able to work extra hours	16.6	81.6	263.9	360.5	228.1	354.5	1,305.1	680
Unable to work extra hours	28.2	123.9	460.6	569.2	347.1	501.4	2,030.4	666
<i>Whether entitled to a rostered day off—</i>								
Entitled to a rostered day off	8.5	58.1	271.2	399.1	211.4	238.9	1,187.1	627
Not entitled to a rostered day off	36.3	147.4	453.3	530.6	363.9	617.0	2,148.4	697
Total	44.8	205.5	724.5	929.6	575.2	855.9	3,335.6	672
MALE PART-TIME EMPLOYEES								
	—'000—						—dollars—	
<i>Whether start and finish times are fixed—</i>								
Start and finish times are not fixed	63.1	44.9	24.3	9.5	4.9	6.2	153.0	272
Variable daily	27.0	19.3	13.1	* 3.7	* 3.1	* 3.1	69.2	283
Not variable daily	36.1	25.7	11.3	5.8	* 1.9	* 3.1	83.8	263
Start and finish times are fixed	74.1	66.7	42.9	13.9	* 3.7	4.7	206.0	265
Times were negotiated with employer	19.3	11.1	9.6	4.7	* 0.9	* 0.4	46.0	262
Times were not negotiated with employer	54.9	55.6	33.3	9.2	* 2.8	* 4.3	160.0	266
<i>Whether able to work extra hours in order to take time off—</i>								
Able to work extra hours	21.0	26.2	16.9	4.7	* 2.6	* 2.7	74.2	307
Unable to work extra hours	116.2	85.4	50.3	18.7	6.0	8.2	284.8	258
<i>Whether entitled to a rostered day off—</i>								
Entitled to a rostered day off	* 3.1	6.2	4.8	* 2.1	* 0.5	* 1.5	18.2	362
Not entitled to a rostered day off	134.1	105.4	62.4	21.4	8.1	9.4	340.8	263
Total	137.2	111.6	67.2	23.4	8.6	10.9	359.0	268
ALL MALE EMPLOYEES								
	—'000—						—dollars—	
<i>Whether start and finish times are fixed—</i>								
Start and finish times are not fixed	86.6	115.1	207.3	312.1	254.2	506.8	1,482.0	725
Variable daily	43.9	60.6	110.7	182.6	169.1	365.6	932.5	648
Not variable daily	42.7	54.4	96.5	129.5	85.1	141.2	549.5	571
Start and finish times are fixed	95.4	202.0	584.5	641.0	329.6	360.0	2,212.6	612
Times were negotiated with employer	24.6	32.5	85.1	112.1	66.8	92.7	413.8	562
Times were not negotiated with employer	70.8	169.5	499.4	528.8	262.8	267.3	1,798.8	
<i>Whether able to work extra hours in order to take time off—</i>								
Able to work extra hours	37.6	107.8	280.9	365.2	230.7	357.2	1,379.3	660
Unable to work extra hours	144.4	209.3	510.9	587.9	353.2	509.6	2,315.3	616
<i>Whether entitled to a rostered day off—</i>								
Entitled to a rostered day off	11.6	64.3	276.0	401.1	211.9	240.4	1,205.3	623
Not entitled to a rostered day off	170.4	252.8	515.7	552.0	371.9	626.4	2,489.3	637
Total	182.0	317.1	791.8	953.1	583.8	866.8	3,694.6	633

**TABLE 2. EMPLOYEES: FULL-TIME AND PART-TIME EMPLOYEES IN MAIN JOB, WEEKLY EARNINGS
IN MAIN JOB AND SELECTED WORKING ARRANGEMENTS, AUGUST 1995—continued**

	Weekly earnings in main job (\$)						Total	Mean weekly earnings in main job
	Under 160	160 and under 320	320 and under 480	480 and under 640	640 and under 800	800 and over		
	FEMALE FULL-TIME EMPLOYEES							
	—'000—						—dollars—	
Whether start and finish times are fixed —								
Start and finish times are not fixed	9.6	33.8	115.6	167.7	112.1	94.3	533.1	621
Variable daily	7.1	19.1	64.0	120.4	79.3	73.7	363.6	651
Not variable daily	* 2.5	14.7	51.6	47.3	32.8	20.6	169.5	556
Start and finish times are fixed	15.1	114.5	464.6	374.3	168.4	98.2	1,235.2	519
Times were negotiated with employer	* 3.4	21.4	91.5	78.4	33.5	15.9	244.1	511
Times were not negotiated with employer	11.8	93.1	373.1	295.9	134.9	82.3	991.1	521
Whether able to work extra hours in order to take time off —								
Able to work extra hours	7.5	56.9	227.0	262.7	110.6	77.9	742.6	557
Unable to work extra hours	17.3	91.4	353.2	279.3	169.8	114.6	1,025.6	544
Whether entitled to a rostered day off —								
Entitled to a rostered day off	4.6	39.4	193.5	162.0	72.8	35.9	508.2	526
Not entitled to a rostered day off	20.2	108.8	386.7	380.0	207.7	156.6	1,260.0	559
Total	24.8	148.3	580.2	542.1	280.5	192.5	1,768.3	550
FEMALE PART-TIME EMPLOYEES								
	—'000—						—dollars—	
Whether start and finish times are fixed —								
Start and finish times are not fixed	162.6	146.4	78.3	27.1	8.0	* 4.0	426.6	243
Variable daily	79.6	72.7	41.7	19.3	* 4.2	* 3.0	220.6	259
Not variable daily	83.1	73.7	36.6	7.8	* 3.8	* 1.0	205.9	225
Start and finish times are fixed	225.9	332.1	180.8	42.5	12.6	6.7	800.6	260
Times were negotiated with employer	68.4	104.6	58.6	12.1	* 3.0	* 0.7	247.4	255
Times were not negotiated with employer	157.5	227.4	122.2	30.4	9.6	6.0	553.2	262
Whether able to work extra hours in order to take time off —								
Able to work extra hours	89.6	154.1	89.7	25.6	8.1	5.0	372.0	281
Unable to work extra hours	298.9	324.4	169.5	44.1	12.5	5.8	855.2	243
Whether entitled to a rostered day off —								
Entitled to a rostered day off	10.0	24.5	18.3	4.8	* 2.2	* 0.7	60.5	314
Not entitled to a rostered day off	378.5	454.0	240.9	64.8	18.4	10.0	1,166.7	251
Total	388.5	478.5	259.2	69.7	20.6	10.7	1,227.2	254
ALL FEMALE EMPLOYEES								
	—'000—						—dollars—	
Whether start and finish times are fixed —								
Start and finish times are not fixed	172.3	180.2	193.9	194.9	120.1	98.3	959.6	453
Variable daily	86.7	91.8	105.7	139.8	83.5	76.7	584.2	503
Not variable daily	85.6	88.3	88.2	55.1	36.6	21.6	375.4	375
Start and finish times are fixed	241.0	446.6	645.4	416.9	181.0	104.9	2,035.8	417
Times were negotiated with employer	71.7	126.0	150.1	90.6	36.5	16.6	491.5	382
Times were not negotiated with employer	169.3	320.6	495.3	326.3	144.5	88.3	1,544.3	428
Whether able to work extra hours in order to take time off —								
Able to work extra hours	97.1	210.9	316.7	288.3	118.8	82.8	1,114.6	465
Unable to work extra hours	316.2	415.8	522.7	323.4	182.3	120.4	1,880.8	407
Whether entitled to a rostered day off —								
Entitled to a rostered day off	14.6	63.9	211.8	166.9	75.0	36.6	568.7	503
Not entitled to a rostered day off	398.7	562.8	627.6	444.9	226.1	166.6	2,426.7	411
Total	413.3	626.7	839.4	611.7	301.1	203.2	2,995.4	429

TABLE 2. EMPLOYEES: FULL-TIME AND PART-TIME EMPLOYEES IN MAIN JOB, WEEKLY EARNINGS
IN MAIN JOB AND SELECTED WORKING ARRANGEMENTS, AUGUST 1995—continued

	Weekly earnings in main job (\$)						Total	Mean weekly earnings in main job
	Under 160	160 and under 320	320 and under 480	480 and under 640	640 and under 800	800 and over		
	ALL FULL-TIME EMPLOYEES							
	— '000 —						— dollars —	
Whether start and finish times are fixed—								
Start and finish times are not fixed	33.1	103.9	298.5	470.3	361.3	594.9	1,862.1	732
Variable daily	24.0	60.5	161.6	299.2	245.3	436.2	1,226.9	762
Not variable daily	9.1	43.4	136.9	171.0	116.0	158.7	635.2	674
Start and finish times are fixed	36.5	249.8	1,006.2	1,001.4	494.3	453.5	3,241.7	571
Times were negotiated with employer	8.7	42.7	166.9	185.9	99.4	108.2	611.9	598
Times were not negotiated with employer	27.7	207.1	839.3	815.6	394.9	345.3	2,629.9	564
Whether able to work extra hours in order to take time off—								
Able to work extra hours	24.0	138.5	490.9	623.2	338.7	432.4	2,047.8	636
Unable to work extra hours	45.5	215.3	813.8	848.5	517.0	616.0	3,056.1	626
Whether entitled to a rostered day off—								
Entitled to a rostered day off	13.1	97.5	464.6	561.1	284.1	274.9	1,695.4	597
Not entitled to a rostered day off	56.5	256.2	840.1	910.6	571.6	773.5	3,408.5	646
Total	69.6	353.7	1,304.7	1,471.7	855.7	1,048.4	5,103.8	630
ALL PART-TIME EMPLOYEES								
	— '000 —						— dollars —	
Whether start and finish times are fixed—								
Start and finish times are not fixed	225.7	191.3	102.7	36.7	13.0	10.2	579.5	250
Variable daily	106.5	92.0	54.8	23.1	7.3	6.1	289.8	265
Not variable daily	119.2	99.3	47.9	13.6	5.6	* 4.1	289.8	236
Start and finish times are fixed	300.0	398.8	223.7	56.5	16.3	11.4	1,006.6	261
Times were negotiated with employer	87.6	115.7	68.3	16.9	* 3.9	* 1.0	293.4	256
Times were not negotiated with employer	212.4	283.0	155.5	39.6	12.4	10.4	713.2	263
Whether able to work extra hours in order to take time off—								
Able to work extra hours	110.6	180.2	106.6	30.3	10.7	7.7	446.1	285
Unable to work extra hours	415.1	409.8	219.8	62.8	18.5	13.9	1,140.0	246
Whether entitled to a rostered day off—								
Entitled to a rostered day off	13.1	30.7	23.1	6.9	* 2.7	* 2.2	78.7	325
Not entitled to a rostered day off	512.7	559.4	303.3	86.2	26.5	19.4	1,507.5	254
Total	525.7	590.1	326.4	93.1	29.2	21.6	1,586.2	257
ALL EMPLOYEES								
	— '000 —						— dollars —	
Whether start and finish times are fixed—								
Start and finish times are not fixed	258.9	295.2	401.2	506.9	374.3	605.1	2,441.6	537
Variable daily	130.6	152.5	216.4	322.3	252.6	442.3	1,516.7	537
Not variable daily	128.3	142.8	184.8	184.6	121.7	162.8	924.9	497
Start and finish times are fixed	336.4	648.6	1,229.9	1,057.9	510.6	464.9	4,248.3	487
Times were negotiated with employer	96.3	158.5	235.2	202.7	103.3	109.2	905.3	500
Times were not negotiated with employer	240.1	490.1	994.7	855.2	407.3	355.7	3,343.1	523
Whether able to work extra hours in order to take time off—								
Able to work extra hours	134.7	318.7	597.5	653.5	349.4	440.1	2,493.9	573
Unable to work extra hours	460.6	625.1	1,033.6	911.3	535.5	629.9	4,196.1	523
Whether entitled to a rostered day off—								
Entitled to a rostered day off	26.2	128.2	487.8	568.0	286.8	277.1	1,774.0	585
Not entitled to a rostered day off	569.1	815.6	1,143.4	996.8	598.1	793.0	4,916.0	526
Total	595.3	943.8	1,631.1	1,564.8	884.9	1,070.0	6,690.0	541

**TABLE 3. EMPLOYEES: FULL-TIME AND PART-TIME EMPLOYEES IN MAIN JOB, PERMANENT AND CASUAL
EMPLOYEES IN MAIN JOB, WORKING ARRANGEMENTS, WHETHER HAD AN ABSENCE
FROM MAIN JOB IN THE LAST TWO WEEKS AND TYPE OF LEAVE TAKEN FOR
MOST RECENT ABSENCE, AUGUST 1995
(*000)**

	Permanent			Casual			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
FULL-TIME EMPLOYEES									
<i>Whether start and finish times are fixed —</i>									
Start and finish times are not fixed	1,143.1	471.0	1,614.1	185.9	62.1	248.0	1,329.0	533.1	1,862.1
Variable daily	739.7	324.5	1,064.2	123.6	39.1	162.7	863.3	363.6	1,226.9
Not variable daily	403.4	146.5	549.9	62.3	23.0	85.3	465.7	169.5	635.2
Start and finish times are fixed	1,853.4	1,154.3	3,007.7	153.1	80.9	234.0	2,006.5	1,235.2	3,241.7
Times were negotiated with employer	335.8	225.5	561.3	32.0	18.6	50.5	367.8	244.1	611.9
Times were not negotiated with employer	1,517.6	928.8	2,446.4	121.1	62.3	183.5	1,638.8	991.1	2,629.9
<i>Whether able to work extra hours in order to take time off —</i>									
Able to work extra hours	1,177.9	690.8	1,868.7	127.3	51.8	179.1	1,305.1	742.6	2,047.8
Unable to work extra hours	1,818.7	934.5	2,753.2	211.7	91.2	302.9	2,030.4	1,025.6	3,056.1
<i>Whether entitled to a rostered day off and frequency of rostered days off —</i>									
Entitled to a rostered day off	1,150.1	494.0	1,644.1	37.0	14.2	51.2	1,187.1	508.2	1,695.4
Every week	84.6	48.0	132.7	8.4	6.9	15.3	93.0	54.9	147.9
Every fortnight	297.5	89.3	386.9	5.2	* 1.9	7.1	302.7	91.3	394.0
Every month	689.0	318.1	1,007.1	19.7	* 4.2	23.9	708.6	322.4	1,031.0
Other	78.9	38.6	117.5	* 3.8	* 1.1	4.9	82.7	39.7	122.4
Not entitled to a rostered day off	1,846.5	1,131.3	2,977.7	302.0	128.8	430.7	2,148.4	1,260.0	3,408.5
<i>Whether overtime is worked on a regular basis —</i>									
Overtime is worked on a regular basis	1,422.3	615.4	2,037.7	123.4	35.4	158.9	1,545.7	650.9	2,196.6
Overtime is not worked on a regular basis	1,574.3	1,009.9	2,584.2	215.6	107.5	323.1	1,789.9	1,117.4	2,907.2
<i>Whether worked shift work in the last four weeks —</i>									
Worked shift work in the last four weeks	474.7	187.3	662.1	33.2	16.4	49.6	507.9	203.8	711.7
Did not work shift work in the last four weeks	2,521.9	1,438.0	3,959.8	305.9	126.5	432.4	2,827.7	1,564.5	4,392.2
<i>Days of the week usually works in main job —</i>									
Monday to Friday	2,222.0	1,302.3	3,524.3	203.2	86.2	289.5	2,425.2	1,388.6	3,813.8
Nine day fortnight	51.9	7.0	58.9	* 1.7	* 0.0	* 1.7	53.6	7.0	60.6
Days vary from week to week	278.7	136.4	415.0	29.4	16.1	45.5	308.1	152.5	460.5
Days vary from month to month	19.0	8.9	27.9	* 3.5	* 0.5	* 4.0	22.5	9.4	32.0
Other	425.0	170.7	595.7	101.2	40.1	141.3	526.2	210.8	737.0
Usually works weekdays only	26.4	29.3	55.6	* 4.4	4.6	9.0	30.8	33.9	64.7
Usually works weekends only	* 0.7	* 0.4	* 1.1	* 0.0	* 0.4	* 0.4	* 0.7	* 0.8	* 1.5
Works some weekdays and some weekends	397.9	141.1	539.0	96.8	35.0	131.9	494.7	176.1	670.9
<i>Whether can choose when to take holidays —</i>									
Can choose	2,212.0	1,156.3	3,368.4	227.3	92.9	320.2	2,439.3	1,249.3	3,688.5
Sometimes can choose	360.9	163.2	524.1	28.8	11.2	40.0	389.7	174.4	564.1
Cannot choose	423.6	305.8	729.4	82.9	38.8	121.8	506.6	344.6	851.2
<i>Whether had an absence from main job in the last two weeks and type of leave taken for most recent absence —</i>									
Had an absence in the last two weeks	550.7	358.8	909.5	72.5	27.1	99.6	623.2	385.9	1,009.1
Holiday leave	150.8	79.8	230.6	11.2	* 2.6	13.9	162.0	82.4	244.5
Study leave or examination leave	11.6	9.6	21.2	* 1.8	* 0.7	* 2.5	13.4	10.3	23.7
Sick leave	300.8	209.9	510.7	24.9	10.9	35.7	325.7	220.8	546.4
Long service leave	6.9	7.8	14.8	* 0.0	* 0.0	* 0.0	6.9	7.8	14.8
Bereavement leave	11.6	9.5	21.1	* 2.0	* 0.9	* 2.9	13.6	10.4	24.0
Maternity, paternity or parental leave	5.1	10.1	15.2	* 1.5	* 0.5	* 2.1	6.6	10.6	17.3
More than one type of leave	* 2.0	* 1.2	* 3.3	* 0.7	* 0.0	* 0.7	* 2.8	* 1.2	* 4.0
Unapproved leave	13.7	5.2	18.9	* 2.8	* 2.2	5.0	16.4	7.5	23.9
Other	48.2	25.5	73.7	27.6	9.3	36.8	75.8	34.8	110.6
Did not have an absence in the last two weeks	2,445.8	1,266.5	3,712.4	266.5	115.9	382.4	2,712.4	1,382.4	4,094.8
Total	2,996.6	1,625.3	4,621.9	339.0	142.9	482.0	3,335.6	1,768.3	5,103.8

**TABLE 3. EMPLOYEES: FULL-TIME AND PART-TIME EMPLOYEES IN MAIN JOB, PERMANENT AND CASUAL
EMPLOYEES IN MAIN JOB, WORKING ARRANGEMENTS, WHETHER HAD AN ABSENCE
FROM MAIN JOB IN THE LAST TWO WEEKS AND TYPE OF LEAVE TAKEN FOR
MOST RECENT ABSENCE, AUGUST 1995
(’000)—continued**

	<i>Permanent</i>			<i>Casual</i>			<i>Total</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
PART-TIME EMPLOYEES									
<i>Whether start and finish times are fixed—</i>									
Start and finish times are not fixed	25.3	120.9	146.2	127.7	305.7	433.4	153.0	426.6	579.5
Variable daily	17.6	73.1	90.7	51.6	147.5	199.1	69.2	220.6	289.8
Not variable daily	7.7	47.8	55.5	76.1	158.2	234.3	83.8	205.9	289.8
Start and finish times are fixed	54.7	398.2	452.9	151.3	402.4	553.7	206.0	800.6	1,006.6
Times were negotiated with employer	13.4	126.5	140.0	32.6	120.9	153.5	46.0	247.4	293.4
Times were not negotiated with employer	41.3	271.7	312.9	118.8	281.5	400.3	160.0	553.2	713.2
<i>Whether able to work extra hours in order to take time off—</i>									
Able to work extra hours	28.5	191.9	220.4	45.6	180.1	225.7	74.2	372.0	446.1
Unable to work extra hours	51.5	327.2	378.6	233.4	528.0	761.4	284.8	855.2	1,140.0
<i>Whether entitled to a rostered day off and frequency of rostered days off—</i>									
Entitled to a rostered day off	8.2	42.6	50.9	10.0	17.8	27.8	18.2	60.5	78.7
Every week	* 1.3	11.2	12.5	5.8	10.6	16.4	7.1	21.8	28.9
Every fortnight	* 0.9	6.7	7.6	* 1.8	* 1.3	* 3.1	* 2.7	7.9	10.6
Every month	5.4	15.7	21.0	* 1.8	* 2.6	* 4.4	7.2	18.2	25.4
Other	* 0.7	9.1	9.8	* 0.6	* 3.4	* 4.0	* 1.2	12.5	13.7
Not entitled to a rostered day off	71.8	476.4	548.2	269.0	690.3	959.3	340.8	1,166.7	1,507.0
<i>Whether overtime is worked on a regular basis—</i>									
Overtime is worked on a regular basis	13.5	100.6	114.1	23.1	52.4	75.5	36.6	153.0	189.6
Overtime is not worked on a regular basis	66.5	418.4	485.0	255.9	655.7	911.6	322.4	1,074.1	1,396.5
<i>Whether worked shift work in the last four weeks—</i>									
Worked shift work in the last four weeks	16.3	105.9	122.3	47.2	96.2	143.5	63.6	202.1	265.7
Did not work shift work in the last four weeks	63.7	413.1	476.8	231.7	611.9	843.6	295.4	1,025.0	1,320.4
<i>Days of the week usually works in main job—</i>									
Monday to Friday	27.9	156.8	184.7	55.9	120.9	176.8	83.8	277.7	361.5
Nine day fortnight	* 0.3	* 0.9	* 1.2	* 0.0	* 0.4	* 0.4	* 0.3	* 1.2	* 1.5
Days vary from week to week	10.4	85.0	95.4	68.6	176.3	244.9	79.0	261.2	340.3
Days vary from month to month	* 1.3	* 1.7	* 3.0	5.5	7.7	13.2	6.8	9.4	16.2
Other	40.0	274.7	314.8	149.0	402.9	551.9	189.0	677.6	866.7
Usually works weekdays only	24.7	205.5	230.2	61.9	238.9	300.8	86.6	444.4	531.0
Usually works weekends only	* 1.0	7.8	8.8	23.9	42.6	66.4	24.9	50.4	75.2
Works some weekdays and some weekends	14.3	61.4	75.8	63.2	121.4	184.6	77.5	182.9	260.4
<i>Whether can choose when to take holidays—</i>									
Can choose	53.5	359.0	412.6	163.2	464.2	627.5	216.8	823.3	1,040.1
Sometimes can choose	8.2	49.8	58.0	19.4	46.3	65.8	27.6	96.1	123.7
Cannot choose	18.3	110.2	128.5	96.3	197.5	293.8	114.6	307.8	422.4
<i>Whether had an absence from main job in the last two weeks and type of leave taken for most recent absence—</i>									
Had an absence in the last two weeks	15.4	96.9	112.2	27.4	87.4	114.9	42.8	184.3	227.1
Holiday leave	* 2.7	19.0	21.7	* 3.6	10.7	14.3	6.3	29.7	36.0
Study leave or examination leave	* 0.5	* 1.8	* 2.3	* 0.9	* 3.6	* 4.5	* 1.4	5.4	6.7
Sick leave	8.4	55.1	63.5	8.9	33.0	41.9	17.3	88.1	105.4
Long service leave	* 0.0	* 1.6	* 1.6	* 0.0	* 0.0	* 0.0	* 0.0	* 1.6	* 1.6
Bereavement leave	* 0.0	* 2.0	* 2.0	* 0.6	* 2.1	* 2.6	* 0.6	* 4.0	4.6
Maternity, paternity or parental leave	* 0.2	5.3	5.5	* 0.0	* 3.4	* 3.4	* 0.2	8.8	9.0
More than one type of leave	* 0.0	* 0.3	* 0.3	* 0.0	* 0.3	* 0.3	* 0.0	* 0.6	* 0.6
Unapproved leave	* 0.7	* 2.3	* 2.9	* 2.6	5.3	7.9	* 3.2	7.6	10.8
Other	* 3.0	9.5	12.5	10.8	29.1	39.9	13.8	38.6	52.4
Did not have an absence in the last two weeks	64.6	422.2	486.8	251.6	620.7	872.2	316.2	1,042.9	1,359.0
<i>Total</i>	<i>80.0</i>	<i>519.1</i>	<i>599.1</i>	<i>279.0</i>	<i>708.1</i>	<i>987.1</i>	<i>359.0</i>	<i>1,227.2</i>	<i>1,586.2</i>

**TABLE 3. EMPLOYEES: FULL-TIME AND PART-TIME EMPLOYEES IN MAIN JOB, PERMANENT AND CASUAL
EMPLOYEES IN MAIN JOB, WORKING ARRANGEMENTS, WHETHER HAD AN ABSENCE
FROM MAIN JOB IN THE LAST TWO WEEKS AND TYPE OF LEAVE TAKEN FOR
MOST RECENT ABSENCE, AUGUST 1995**
(*000)—continued

	Permanent			Casual			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
TOTAL									
<i>Whether start and finish times are fixed—</i>									
Start and finish times are not fixed	1,168.4	591.9	1,760.3	313.6	367.7	681.3	1,482.0	959.6	2,441.6
Variable daily	757.3	397.6	1,154.9	175.2	186.6	361.8	932.5	584.2	1,516.7
Not variable daily	411.1	194.2	605.4	138.4	181.2	319.6	549.5	375.4	924.9
Start and finish times are fixed	1,908.1	1,552.5	3,460.6	304.4	483.3	787.7	2,212.6	2,035.8	4,248.3
Times were negotiated with employer	349.2	352.0	701.3	64.5	139.5	204.0	413.8	491.5	905.3
Times were not negotiated with employer	1,558.9	1,200.4	2,759.3	239.9	343.9	583.7	1,798.8	1,544.3	3,343.1
<i>Whether able to work extra hours in order to take time off—</i>									
Able to work extra hours	1,206.4	882.7	2,089.1	172.9	231.9	404.8	1,379.3	1,114.6	2,493.9
Unable to work extra hours	1,870.2	1,261.7	3,131.8	445.1	619.2	1,064.3	2,315.3	1,880.8	4,196.1
<i>Whether entitled to a rostered day off and frequency of rostered days off—</i>									
Entitled to a rostered day off	1,158.3	536.7	1,695.0	47.0	32.0	79.0	1,205.3	568.7	1,774.0
Every week	85.9	59.3	145.2	14.2	17.5	31.6	100.1	76.7	176.8
Every fortnight	298.4	96.0	394.4	7.0	* 3.2	10.2	305.4	99.2	404.6
Every month	694.3	333.8	1,028.1	21.5	6.8	28.3	715.8	340.6	1,056.4
Other	79.6	47.7	127.3	* 4.4	* 4.5	8.9	84.0	52.2	136.1
Not entitled to a rostered day off	1,918.3	1,607.7	3,526.0	571.0	819.0	1,390.0	2,489.3	2,426.7	4,916.0
<i>Whether overtime is worked on a regular basis—</i>									
Overtime is worked on a regular basis	1,435.8	716.1	2,151.8	146.5	87.9	234.4	1,582.3	803.9	2,386.2
Overtime is not worked on a regular basis	1,640.8	1,428.3	3,069.1	471.5	763.2	1,234.7	2,112.3	2,191.5	4,303.8
<i>Whether worked shift work in the last four weeks—</i>									
Worked shift work in the last four weeks	491.1	293.3	784.3	80.4	112.6	193.0	571.5	405.9	977.4
Did not work shift work in the last four weeks	2,585.5	1,851.1	4,436.6	537.6	738.4	1,276.0	3,123.1	2,589.5	5,712.6
<i>Days of the week usually works in main job—</i>									
Monday to Friday	2,249.9	1,459.1	3,709.0	259.1	207.1	466.2	2,509.0	1,666.2	4,175.2
Nine day fortnight	52.2	7.8	60.1	* 1.7	* 0.4	* 2.0	53.9	8.2	62.1
Days vary from week to week	289.1	221.3	510.4	98.0	192.4	290.4	387.1	413.7	800.8
Days vary from month to month	20.3	10.6	31.0	9.0	8.2	17.2	29.3	18.8	48.1
Other	465.0	445.5	910.5	250.2	442.9	693.2	715.2	888.4	1,603.7
Usually works weekdays only	51.1	234.8	285.9	66.3	243.5	309.8	117.4	478.3	595.7
Usually works weekends only	* 1.7	8.2	9.9	23.9	43.0	66.9	25.6	51.1	76.7
Works some weekdays and some weekends	412.2	202.5	614.8	160.0	156.5	316.5	572.3	359.0	931.3
<i>Whether can choose when to take holidays—</i>									
Can choose	2,265.6	1,515.4	3,780.9	390.5	557.2	947.7	2,656.1	2,072.6	4,728.6
Sometimes can choose	369.1	213.0	582.1	48.2	57.5	105.8	417.3	270.5	687.8
Cannot choose	441.9	416.0	857.9	179.3	236.3	415.6	621.2	652.4	1,273.6
<i>Whether had an absence from main job in the last two weeks and type of leave taken for most recent absence—</i>									
Had an absence in the last two weeks	566.1	455.6	1,021.7	99.9	114.5	214.4	666.0	570.1	1,236.2
Holiday leave	153.5	98.8	252.3	14.9	13.3	28.2	168.3	112.1	280.5
Study leave or examination leave	12.1	11.4	23.5	* 2.7	* 4.2	6.9	14.8	15.6	30.4
Sick leave	309.2	265.0	574.2	33.8	43.9	77.6	343.0	308.9	651.9
Long service leave	6.9	9.4	16.4	* 0.0	* 0.0	* 0.0	6.9	9.4	16.4
Bereavement leave	11.6	11.5	23.0	* 2.6	* 2.9	5.5	14.1	14.4	28.6
Maternity, paternity or parental leave	5.3	15.4	20.7	* 1.5	* 4.0	5.5	6.8	19.4	26.2
More than one type of leave	* 2.0	* 1.5	* 3.5	* 0.7	* 0.3	* 1.1	* 2.8	* 1.9	4.6
Unapproved leave	14.3	7.5	21.8	5.3	7.5	12.9	19.7	15.1	34.7
Other	51.2	35.0	86.2	38.4	38.3	76.8	89.6	73.3	162.9
Did not have an absence in the last two weeks	2,510.5	1,688.7	4,199.2	518.1	736.5	1,254.6	3,028.5	2,425.3	5,453.8
Total	3,076.6	2,144.4	5,220.9	618.0	851.0	1,469.1	3,694.6	2,995.4	6,690.0

TABLE 4. EMPLOYEES: TRADE UNION MEMBERSHIP, AGE AND SELECTED WORKING ARRANGEMENTS, AUGUST 1995
(^{'000})

	Age (years)							
	15-19	20-24	25-34	35-44	45-54	55-59	60 and over	Total
MALES — MEMBER OF A TRADE UNION								
Whether start and finish times are fixed—								
Start and finish times are not fixed	9.0	32.1	89.7	125.2	102.4	23.3	10.9	392.6
Variable daily	* 1.0	9.7	37.6	74.0	64.7	14.1	5.2	206.3
Not variable daily	8.0	22.4	52.1	51.2	37.7	9.2	5.7	186.3
Start and finish times are fixed	27.1	110.9	262.1	254.5	202.0	58.5	30.0	945.1
Times were negotiated with employer	* 2.9	14.7	38.7	46.5	34.0	7.7	* 4.4	148.9
Times were not negotiated with employer	24.2	96.3	223.4	208.0	168.0	50.8	25.6	796.2
Whether entitled to a rostered day off—								
Entitled to a rostered day off	12.0	77.3	212.4	212.4	163.0	51.3	24.7	753.1
Not entitled to a rostered day off	24.0	65.8	139.4	167.3	141.4	30.4	16.2	584.6
Whether overtime is worked on a regular basis—								
Overtime is worked on a regular basis	9.6	55.9	166.0	170.5	122.8	27.9	8.8	561.6
Overtime is not worked on a regular basis	26.4	87.1	185.8	209.2	181.6	53.9	32.1	776.0
Whether worked shift work in the last four weeks—								
Worked shift work in the last four weeks	5.6	35.8	101.7	88.2	70.1	20.7	9.7	331.8
Did not work shift work in the last four weeks	30.5	107.2	250.1	291.5	234.3	61.0	31.2	1,005.8
Total	36.1	143.0	351.8	379.7	304.4	81.8	40.9	1,337.6
MALES — NOT A MEMBER OF A TRADE UNION								
Whether start and finish times are fixed—								
Start and finish times are not fixed	39.2	116.2	277.5	294.4	229.3	54.6	48.1	1,059.2
Variable daily	11.7	57.4	177.3	214.5	172.4	40.1	37.0	710.4
Not variable daily	27.5	58.7	100.2	79.9	56.9	14.5	11.1	348.8
Start and finish times are fixed	106.8	234.1	350.9	242.0	183.2	59.1	40.6	1,216.8
Times were negotiated with employer	14.3	39.3	63.4	63.5	51.9	12.7	13.2	258.3
Times were not negotiated with employer	92.5	194.8	287.4	178.5	131.4	46.5	27.3	958.5
Whether entitled to a rostered day off—								
Entitled to a rostered day off	28.8	79.9	125.0	102.4	70.4	18.0	9.5	433.9
Not entitled to a rostered day off	117.3	270.5	503.3	434.0	342.2	95.7	79.1	1,842.1
Whether overtime is worked on a regular basis—								
Overtime is worked on a regular basis	40.2	120.2	310.6	263.1	196.5	45.3	16.2	992.2
Overtime is not worked on a regular basis	105.8	230.1	317.7	273.3	216.1	68.4	72.5	1,283.9
Whether worked shift work in the last four weeks—								
Worked shift work in the last four weeks	16.6	45.6	72.8	53.3	31.0	8.1	* 4.2	231.6
Did not work shift work in the last four weeks	129.4	304.8	555.5	483.1	381.5	105.7	84.4	2,044.4
Total	146.0	350.3	628.3	536.4	412.6	113.7	88.7	2,276.0
MALES — TOTAL (a)								
Whether start and finish times are fixed—								
Start and finish times are not fixed	50.3	152.5	376.1	428.5	337.4	78.0	59.3	1,482.1
Variable daily	12.9	68.0	219.6	294.5	240.9	54.2	42.4	932.5
Not variable daily	37.4	84.5	156.5	134.0	96.5	23.8	16.8	549.5
Start and finish times are fixed	137.6	358.7	628.2	506.3	391.3	119.7	70.8	2,212.6
Times were negotiated with employer	17.8	54.9	104.0	111.7	86.5	21.2	17.6	413.8
Times were not negotiated with employer	119.7	303.8	524.2	394.7	304.8	98.5	53.1	1,798.8
Whether entitled to a rostered day off—								
Entitled to a rostered day off	41.6	161.4	341.5	320.4	236.9	69.3	34.2	1,205.3
Not entitled to a rostered day off	146.2	349.8	662.8	614.4	491.9	128.3	95.8	2,489.3
Whether overtime is worked on a regular basis—								
Overtime is worked on a regular basis	51.8	181.3	484.3	442.1	324.1	73.2	25.5	1,582.3
Overtime is not worked on a regular basis	136.0	329.9	520.0	492.7	404.6	124.4	104.6	2,112.3
Whether worked shift work in the last four weeks—								
Worked shift work in the last four weeks	22.4	83.4	177.1	143.5	101.9	28.8	14.4	571.5
Did not work shift work in the last four weeks	165.4	427.8	827.1	791.3	626.9	168.8	115.6	3,123.1
Total	187.8	511.2	1,004.3	934.8	728.8	197.6	130.0	3,694.6

TABLE 4. EMPLOYEES: TRADE UNION MEMBERSHIP, AGE AND SELECTED WORKING ARRANGEMENTS, AUGUST 1995
(^{'000})—continued

	Age (years)						60 and over	Total
	15-19	20-24	25-34	35-44	45-54	55-59		
FEMALES — MEMBER OF A TRADE UNION								
<i>Whether start and finish times are fixed—</i>								
Start and finish times are not fixed	11.6	24.8	65.3	59.4	48.4	7.9	* 2.6	220.1
Variable daily	* 1.3	12.2	40.6	34.2	27.7	* 2.9	* 0.6	119.4
Not variable daily	10.3	12.6	24.7	25.3	20.7	5.0	* 2.0	100.7
Start and finish times are fixed	22.0	73.6	164.2	197.0	160.4	32.8	10.8	660.8
Times were negotiated with employer	5.1	14.0	36.9	37.0	28.7	7.7	* 1.7	131.0
Times were not negotiated with employer	16.9	59.7	127.3	160.0	131.7	25.1	9.2	529.7
<i>Whether entitled to a rostered day off—</i>								
Entitled to a rostered day off	4.9	35.9	86.9	71.1	66.4	11.8	* 4.4	281.5
Not entitled to a rostered day off	28.6	62.5	142.6	185.4	142.3	28.9	9.1	599.4
<i>Whether overtime is worked on a regular basis—</i>								
Overtime is worked on a regular basis	5.9	30.6	76.7	81.8	63.6	9.2	* 2.5	270.3
Overtime is not worked on a regular basis	27.6	67.9	152.8	174.7	145.1	31.5	11.0	610.6
<i>Whether worked shift work in the last four weeks—</i>								
Worked shift work in the last four weeks	* 3.3	22.8	53.8	56.9	39.4	10.9	* 1.8	189.0
Did not work shift work in the last four weeks	30.2	75.7	175.7	199.6	169.3	29.8	11.6	691.9
Total	33.5	98.5	229.5	256.5	208.7	40.7	13.5	880.8
FEMALES — NOT A MEMBER OF A TRADE UNION								
<i>Whether start and finish times are fixed—</i>								
Start and finish times are not fixed	30.1	98.8	200.3	208.5	147.7	24.3	19.2	728.9
Variable daily	8.0	42.8	133.2	144.8	101.9	14.0	15.5	460.2
Not variable daily	22.1	56.0	67.1	63.7	45.7	10.3	* 3.7	268.7
Start and finish times are fixed	92.9	259.2	357.1	324.1	247.3	51.7	16.0	1,348.3
Times were negotiated with employer	15.2	55.3	97.6	95.4	68.5	17.6	5.2	354.8
Times were not negotiated with employer	77.7	203.9	259.5	228.8	178.9	34.1	10.8	993.5
<i>Whether entitled to a rostered day off—</i>								
Entitled to a rostered day off	17.2	55.4	83.9	61.4	46.8	7.8	* 3.9	276.5
Not entitled to a rostered day off	105.8	302.6	473.4	471.2	348.2	68.2	31.3	1,800.7
<i>Whether overtime is worked on a regular basis—</i>								
Overtime is worked on a regular basis	15.2	84.1	180.4	131.4	97.3	13.3	4.9	526.6
Overtime is not worked on a regular basis	107.8	273.9	376.9	401.3	297.7	62.6	30.3	1,550.5
<i>Whether worked shift work in the last four weeks—</i>								
Worked shift work in the last four weeks	13.8	42.3	62.8	49.5	37.5	5.5	* 0.3	211.7
Did not work shift work in the last four weeks	109.2	315.7	494.6	483.1	357.5	70.5	34.9	1,865.5
Total	123.0	358.0	557.3	532.6	395.0	76.0	35.2	2,077.2
FEMALES — TOTAL(a)								
<i>Whether start and finish times are fixed—</i>								
Start and finish times are not fixed	43.7	126.4	267.6	269.0	197.7	33.0	22.2	959.6
Variable daily	9.6	55.7	174.6	179.6	130.5	17.6	16.5	584.2
Not variable daily	34.1	70.7	93.0	89.4	67.2	15.4	5.7	375.4
Start and finish times are fixed	119.2	341.2	528.4	526.0	409.5	84.7	26.9	2,035.8
Times were negotiated with employer	20.6	71.3	135.6	134.0	97.8	25.3	6.9	491.5
Times were not negotiated with employer	98.6	269.9	392.8	392.0	311.7	59.4	19.9	1,544.3
<i>Whether entitled to a rostered day off—</i>								
Entitled to a rostered day off	23.8	95.5	172.9	133.4	114.3	20.0	8.7	568.7
Not entitled to a rostered day off	139.1	372.1	623.1	661.6	492.8	97.6	40.4	2,426.7
<i>Whether overtime is worked on a regular basis—</i>								
Overtime is worked on a regular basis	21.8	118.7	258.0	214.1	161.4	22.5	7.4	803.9
Overtime is not worked on a regular basis	141.1	348.9	538.1	580.9	445.8	95.1	41.7	2,191.5
<i>Whether worked shift work in the last four weeks—</i>								
Worked shift work in the last four weeks	18.1	65.9	118.6	107.1	77.6	16.4	* 2.2	405.9
Did not work shift work in the last four weeks	144.7	401.7	677.4	687.9	529.5	101.2	46.9	2,589.5
Total	162.9	467.6	796.1	795.0	607.2	117.7	49.1	2,995.4

TABLE 4. EMPLOYEES: TRADE UNION MEMBERSHIP, AGE AND SELECTED WORKING ARRANGEMENTS, AUGUST 1995
(⁰⁰⁰)—continued

	Age (years)							
	15-19	20-24	25-34	35-44	45-54	55-59	60 and over	Total
PERSONS — MEMBER OF A TRADE UNION								
Whether start and finish times are fixed—								
Start and finish times are not fixed	20.5	56.9	154.9	184.7	150.8	31.2	13.6	612.6
Variable daily	* 2.3	21.8	78.1	108.2	92.3	17.0	5.9	325.7
Not variable daily	18.2	35.1	76.8	76.5	58.4	14.2	7.7	287.0
Start and finish times are fixed	49.1	184.6	426.3	451.5	362.3	91.2	40.8	1,605.8
Times were negotiated with employer	8.0	28.7	75.6	83.5	62.7	15.3	6.1	279.9
Times were not negotiated with employer	41.1	155.9	350.7	368.0	299.6	75.9	34.7	1,325.9
Whether entitled to a rostered day off—								
Entitled to a rostered day off	16.9	113.2	299.3	283.5	229.4	63.2	29.1	1,034.5
Not entitled to a rostered day off	52.6	128.3	282.0	352.7	283.7	59.3	25.3	1,183.9
Whether overtime is worked on a regular basis —								
Overtime is worked on a regular basis	15.5	86.6	242.7	252.3	186.4	37.1	11.3	831.9
Overtime is not worked on a regular basis	54.0	155.0	338.6	383.9	326.7	85.3	43.1	1,386.6
Whether worked shift work in the last four weeks—								
Worked shift work in the last four weeks	8.9	58.6	155.5	145.1	109.5	31.6	11.5	520.8
Did not work shift work in the last four weeks	60.6	182.9	425.8	491.0	403.6	90.8	42.9	1,697.7
Total	69.6	241.5	581.2	636.2	513.1	122.4	54.4	2,218.5
PERSONS — NOT A MEMBER OF A TRADE UNION								
Whether start and finish times are fixed—								
Start and finish times are not fixed	69.3	215.0	477.7	502.9	377.0	78.9	67.3	1,788.1
Variable daily	19.8	100.2	310.4	359.3	274.3	54.1	52.4	1,170.6
Not variable daily	49.6	114.8	167.3	143.5	102.7	24.8	14.8	617.5
Start and finish times are fixed	199.7	493.3	707.9	566.2	430.6	110.8	56.6	2,565.1
Times were negotiated with employer	29.6	94.6	161.0	158.9	120.3	30.3	18.5	613.1
Times were not negotiated with employer	170.2	398.7	546.9	407.3	310.2	80.6	38.1	1,952.0
Whether entitled to a rostered day off—								
Entitled to a rostered day off	46.0	135.2	208.9	163.8	117.2	25.8	13.5	710.4
Not entitled to a rostered day off	223.0	573.1	976.7	905.2	690.4	163.9	110.4	3,642.8
Whether overtime is worked on a regular basis —								
Overtime is worked on a regular basis	55.4	204.3	491.0	394.5	293.8	58.7	21.1	1,518.8
Overtime is not worked on a regular basis	213.6	504.0	694.7	674.6	513.7	131.0	102.8	2,834.4
Whether worked shift work in the last four weeks—								
Worked shift work in the last four weeks	30.4	87.9	135.6	102.8	68.5	13.6	4.6	443.3
Did not work shift work in the last four weeks	238.6	620.4	1,050.1	966.2	739.1	176.2	119.3	3,909.9
Total	269.1	708.3	1,185.7	1,069.0	807.6	189.7	123.9	4,353.2
PERSONS — TOTAL(a)								
Whether start and finish times are fixed—								
Start and finish times are not fixed	94.0	278.9	643.7	697.5	535.1	110.9	81.5	2,441.6
Variable daily	22.5	123.7	394.2	474.1	371.4	71.8	59.0	1,516.7
Not variable daily	71.5	155.2	249.5	223.4	163.7	39.1	22.6	924.9
Start and finish times are fixed	256.8	699.9	1,156.6	1,032.3	800.8	204.3	97.6	4,248.3
Times were negotiated with employer	38.5	126.3	239.6	245.7	184.3	46.4	24.5	905.3
Times were not negotiated with employer	218.3	573.6	917.0	786.7	616.5	157.9	73.1	3,343.1
Whether entitled to a rostered day off—								
Entitled to a rostered day off	65.5	256.9	514.4	453.8	351.2	89.3	43.0	1,774.0
Not entitled to a rostered day off	285.3	722.0	1,285.9	1,276.0	984.7	225.9	136.2	4,916.0
Whether overtime is worked on a regular basis—								
Overtime is worked on a regular basis	73.6	300.0	742.3	656.1	485.5	95.8	32.8	2,386.2
Overtime is not worked on a regular basis	277.1	678.8	1,058.1	1,073.7	850.4	219.5	146.3	4,303.8
Whether worked shift work in the last four weeks—								
Worked shift work in the last four weeks	40.6	149.3	295.7	250.5	179.5	45.2	16.6	977.4
Did not work shift work in the last four weeks	310.2	829.5	1,504.6	1,479.2	1,156.5	270.1	162.6	5,712.6
Total	350.7	978.8	1,800.3	1,729.8	1,335.9	315.3	179.1	6,690.0

(a) Includes persons for whom trade union membership information was not collected.

**TABLE 5. EMPLOYEES: WHETHER HAD ANY CHILDREN AGED UNDER 12 YEARS, WORKING
ARRANGEMENTS AND SELECTED CHARACTERISTICS, AUGUST 1995**
(*000)

	<i>Had children aged under 12 years</i>			<i>Did not have children aged under 12 years</i>			<i>Total</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
<i>Whether start and finish times are fixed—</i>									
Start and finish times are not fixed	480.1	271.5	751.5	1,001.9	688.2	1,690.1	1,482.0	959.6	2,441.6
Variable daily	318.2	182.8	501.0	614.3	401.4	1,015.7	932.5	584.2	1,516.7
Not variable daily	161.9	88.6	250.6	387.6	286.8	674.4	549.5	375.4	924.9
Start and finish times are fixed	602.1	509.2	1,111.3	1,610.4	1,526.6	3,137.0	2,212.6	2,035.8	4,248.3
Times were negotiated with employer	116.1	157.3	273.4	297.7	334.2	631.9	413.8	491.5	905.3
Times were not negotiated with employer	486.1	351.9	837.9	1,312.7	1,192.4	2,505.1	1,798.8	1,544.3	3,343.1
<i>Whether able to work extra hours in order to take time off—</i>									
Able to work extra hours	442.4	296.1	738.5	936.9	818.5	1,755.4	1,379.3	1,114.6	2,493.9
Unable to work extra hours	639.8	484.5	1,124.3	1,675.4	1,396.3	3,071.8	2,315.3	1,880.8	4,196.1
<i>Whether entitled to a rostered day off and frequency of rostered days off—</i>									
Entitled to a rostered day off	354.4	106.7	461.1	850.9	462.0	1,312.9	1,205.3	568.7	1,774.0
Every week	26.7	15.0	41.7	73.4	61.7	135.2	100.1	76.7	176.8
Every fortnight	96.1	18.1	114.1	209.3	81.1	290.5	305.4	99.2	404.6
Every month	203.2	63.1	266.3	512.6	277.5	790.1	715.8	340.6	1,056.4
Other	28.4	10.6	39.0	55.5	41.6	97.1	84.0	52.2	136.1
Not entitled to a rostered day off	727.9	673.9	1,401.8	1,761.4	1,752.8	3,514.2	2,489.3	2,426.7	4,916.0
<i>Whether overtime is worked on a regular basis—</i>									
Overtime is worked on a regular basis	536.7	177.2	713.9	1,045.6	626.7	1,672.3	1,582.3	803.9	2,386.2
Overtime is not worked on a regular basis	545.5	603.4	1,149.0	1,566.8	1,588.1	3,154.8	2,112.3	2,191.5	4,303.8
<i>Whether worked shift work in the last four weeks —</i>									
Worked shift work in the last four weeks	172.4	112.0	284.4	399.1	293.9	693.0	571.5	405.9	977.4
Did not work shift work in the last four weeks	909.9	668.6	1,578.5	2,213.2	1,920.9	4,134.2	3,123.1	2,589.5	5,712.6
<i>Days of the week usually works in main job—</i>									
Monday to Friday	762.0	345.4	1,107.4	1,747.0	1,320.8	3,067.9	2,509.0	1,666.2	4,175.2
Nine day fortnight	16.5	* 0.5	17.0	37.4	7.7	45.1	53.9	8.2	62.1
Days vary from week to week	103.3	116.8	220.1	283.8	297.0	580.7	387.1	413.7	800.8
Days vary from month to month	7.7	5.9	13.6	21.6	12.9	34.6	29.3	18.8	48.1
Other	192.8	312.0	504.8	522.5	576.4	1,098.9	715.2	888.4	1,603.7
Usually works weekdays only	20.7	215.4	236.1	96.7	262.9	359.6	117.4	478.3	595.7
Usually works weekends only	* 2.4	16.1	18.5	23.2	35.0	58.2	25.6	51.1	76.7
Works some weekdays and some weekends	169.7	80.4	250.2	402.5	278.5	681.1	572.3	359.0	931.3
<i>Whether can choose when to take holidays —</i>									
Can choose	766.0	519.8	1,285.8	1,890.1	1,552.7	3,442.8	2,656.1	2,072.6	4,728.6
Sometimes can choose	139.0	73.6	212.6	278.3	196.9	475.3	417.3	270.5	687.8
Cannot choose	177.3	187.2	364.5	443.9	465.2	909.1	621.2	652.4	1,273.6
<i>Full-time or part-time employees—</i>									
Full-time	1,026.3	300.8	1,327.1	2,309.3	1,467.5	3,776.8	3,335.6	1,768.3	5,103.8
Part-time	56.0	479.8	535.8	303.0	747.3	1,050.4	359.0	1,227.2	1,586.2
<i>Permanent or casual employees—</i>									
Permanent	944.3	494.4	1,438.8	2,132.2	1,649.9	3,782.2	3,076.6	2,144.4	5,220.9
Casual	137.9	286.2	424.1	480.1	564.9	1,045.0	618.0	851.0	1,469.1
<i>Weekly earnings in main job(\$)—</i>									
Under 160	23.3	149.5	172.7	158.7	263.8	422.6	182.0	413.3	595.3
160 and under 320	45.7	217.4	263.1	271.4	409.4	680.8	317.1	626.7	943.8
320 " 480	198.4	186.3	384.7	593.4	653.0	1,246.4	791.8	839.4	1,631.1
480 " 640	274.8	118.9	393.6	678.3	492.9	1,171.2	953.1	611.7	1,564.8
640 " 800	214.0	63.5	277.5	369.8	237.6	607.4	583.8	301.1	884.9
800 and over	326.1	45.1	371.2	540.8	158.1	698.8	866.8	203.2	1,070.0
Total	1,082.2	780.6	1,862.9	2,612.3	2,214.8	4,827.1	3,694.6	2,995.4	6,690.0

TABLE 6. EMPLOYEES: WHETHER START AND FINISH TIMES ARE FIXED AND
SELECTED CHARACTERISTICS, AUGUST 1995
(’000)

	<i>Start and finish times are not fixed</i>			<i>Start and finish times are fixed</i>			
	<i>Variable daily</i>	<i>Not variable daily</i>	<i>Total</i>	<i>Times were negotiated with employer</i>	<i>Times were not negot- iated with employer</i>	<i>Total</i>	<i>Total</i>
MALES							
<i>Relationship in household—</i>							
Family member	762.2	438.7	1,200.9	321.6	1,444.6	1,766.2	2,967.2
Husband or wife	670.2	330.7	1,000.8	254.1	1,044.7	1,298.8	2,299.6
With dependants	431.2	203.3	634.4	150.4	640.4	790.8	1,425.2
Without dependants	239.0	127.4	366.4	103.7	404.3	508.0	874.4
Lone parent	15.0	8.1	23.1	8.9	15.4	24.3	47.4
With dependants	10.7	5.9	16.6	6.2	12.0	18.1	34.7
Without dependants	* 4.3	* 2.3	6.6	* 2.7	* 3.4	6.2	12.7
Dependent student	7.5	9.4	16.9	8.9	23.6	32.5	49.3
Non-dependent child	61.1	83.5	144.6	42.1	326.6	368.7	513.2
Other family member	8.5	7.1	15.5	7.7	34.4	42.1	57.6
Non-family member	137.9	93.5	231.3	75.9	294.3	370.2	601.6
Lone person	73.0	40.7	113.7	38.2	138.9	177.1	290.7
Not living alone	64.9	52.8	117.7	37.7	155.5	193.1	310.8
Family status not determined	32.4	17.4	49.7	16.3	59.8	76.1	125.8
<i>Occupation —</i>							
Managers and administrators	223.1	49.7	272.8	41.6	70.2	111.7	384.5
Professionals	230.7	76.8	307.5	54.2	184.5	238.7	546.1
Para-professionals	62.2	38.5	100.7	28.6	98.6	127.2	228.0
Tradespersons	108.7	96.6	205.3	99.2	488.4	587.6	792.9
Clerks	94.9	27.9	122.9	30.1	125.1	155.2	278.1
Salespersons and personal service workers	111.0	69.4	180.3	51.1	155.2	206.3	386.6
Plant and machine operators, and drivers	37.1	93.3	130.4	39.5	264.8	304.3	434.7
Labourers and related workers	64.8	97.3	162.1	69.5	412.1	481.6	643.7
<i>Industry—</i>							
Agriculture, forestry and fishing	38.9	18.9	57.7	8.3	34.5	42.8	100.5
Mining	8.8	9.4	18.2	5.5	48.5	54.0	72.2
Manufacturing	126.4	86.7	213.1	90.8	474.3	565.0	778.1
Electricity, gas and water supply	17.6	* 3.4	21.0	12.8	41.9	54.7	75.6
Construction	80.5	59.3	139.8	29.2	132.1	161.3	301.1
Wholesale trade	93.6	40.5	134.1	33.8	149.0	182.8	316.9
Retail trade	63.3	62.3	125.6	61.6	203.7	265.3	390.9
Accommodation, cafes and restaurants	22.6	34.7	57.3	22.0	56.4	78.4	135.7
Transport and storage	37.7	62.3	100.0	21.6	114.5	136.1	236.1
Communication services	22.5	12.4	34.8	11.6	48.1	59.7	94.6
Finance and insurance	59.1	14.1	73.2	12.3	39.6	52.0	125.1
Property and business services	135.7	45.3	181.0	27.3	101.0	128.2	309.2
Government administration and defence	102.6	14.3	116.9	17.8	94.9	112.7	229.6
Education	40.9	27.7	68.7	17.7	104.0	121.7	190.4
Health and community services	33.3	20.4	53.7	21.1	74.8	95.9	149.6
Cultural and recreational services	19.2	14.7	33.9	8.2	32.2	40.4	74.6
Personal and other services	30.0	23.2	53.1	12.1	49.5	61.6	114.7
<i>Sector—</i>							
Public	243.1	102.7	345.9	88.9	425.5	514.5	860.3
Private	689.3	446.8	1,136.1	324.8	1,373.3	1,698.1	2,834.2
<i>Size of location (employees)—</i>							
Less than 10	314.1	155.1	469.1	125.2	354.2	479.4	948.6
10—19	103.0	76.2	179.3	58.6	236.8	295.5	474.7
20—99	210.2	130.0	340.3	105.4	516.3	621.6	961.9
100 or more	286.9	165.8	452.8	114.2	623.7	737.9	1,190.7
Don't know	18.2	22.4	40.6	10.3	67.8	78.1	118.7
<i>Total</i>	<i>932.5</i>	<i>549.5</i>	<i>1,482.0</i>	<i>413.8</i>	<i>1,798.8</i>	<i>2,212.6</i>	<i>3,694.6</i>

**TABLE 6 EMPLOYEES: WHETHER START AND FINISH TIMES ARE FIXED AND
SELECTED CHARACTERISTICS, AUGUST 1995**
(*000)—continued

	Start and finish times are not fixed			Start and finish times are fixed			Total
	Variable daily	Not variable daily	Total	Times were negotiated with employer	Times were not negotiated with employer	Total	
FEMALES							
Relationship in household—							
Family member	470.2	292.6	762.9	412.2	1,264.1	1,676.3	2,439.2
Husband or wife	380.7	196.4	577.1	317.3	878.8	1,196.1	1,773.2
With dependants	218.9	105.9	324.8	186.4	480.7	667.1	991.9
Without dependants	161.8	90.5	252.3	130.9	398.1	529.0	781.3
Lone parent	38.3	28.3	66.6	39.7	106.7	146.4	213.1
With dependants	30.5	23.3	53.7	31.4	78.4	109.8	163.6
Without dependants	7.9	5.0	12.9	8.2	28.4	36.6	49.5
Dependent student	5.6	17.7	23.3	14.5	34.8	49.3	72.6
Non-dependent child	37.1	40.9	78.1	35.1	215.7	250.9	329.0
Other family member	8.5	9.3	17.8	5.5	28.1	33.6	51.3
Non-family member	89.7	66.7	156.4	60.5	220.9	281.4	437.8
Lone person	51.6	25.4	77.0	28.0	105.5	133.6	210.5
Not living alone	38.1	41.3	79.4	32.4	115.4	147.8	227.3
Family status not determined	24.3	16.1	40.3	18.8	59.3	78.1	118.4
Occupation —							
Managers and administrators	47.3	10.9	58.2	15.4	23.6	38.9	97.1
Professionals	113.3	51.5	164.7	52.4	245.5	298.0	462.7
Para-professionals	31.5	27.3	58.8	34.1	136.1	170.2	229.0
Tradespersons	9.8	14.0	23.8	17.1	52.5	69.6	93.4
Clerks	263.9	77.6	341.5	174.2	441.3	615.5	957.0
Salespersons and personal service workers	61.8	139.8	201.6	141.8	369.4	511.2	712.8
Plant and machine operators, and drivers	6.5	4.7	11.2	10.0	45.1	55.0	66.3
Labourers and related workers	50.1	49.7	99.8	46.5	230.7	277.2	377.0
Industry—							
Agriculture, forestry and fishing	14.8	6.8	21.7	* 3.7	13.7	17.4	39.1
Mining	* 2.1	* 1.4	* 3.5	* 1.0	6.0	6.9	10.4
Manufacturing	50.1	19.1	69.2	38.9	153.8	192.7	261.9
Electricity, gas and water supply	* 3.5	* 2.3	5.7	* 1.9	6.0	7.9	13.6
Construction	24.8	* 1.4	26.2	* 3.6	11.2	14.8	41.1
Wholesale trade	41.1	12.3	53.4	26.0	64.6	90.5	143.9
Retail trade	46.4	69.5	115.9	106.1	208.4	314.4	430.4
Accommodation, cafes and restaurants	22.2	57.2	79.4	26.0	79.3	105.3	184.7
Transport and storage	13.1	11.5	24.6	10.7	32.7	43.4	68.0
Communication services	11.0	* 3.6	14.5	* 4.3	21.1	25.3	39.9
Finance and insurance	29.3	11.6	41.0	35.1	92.6	127.7	168.6
Property and business services	97.6	29.1	126.6	40.0	149.8	189.8	316.4
Government administration and defence	79.7	11.6	91.3	14.5	47.7	62.1	153.4
Education	49.9	42.8	92.7	49.0	254.4	303.5	396.1
Health and community services	64.4	63.5	127.9	99.0	314.6	413.6	541.5
Cultural and recreational services	12.0	15.2	27.1	12.6	30.1	42.6	69.7
Personal and other services	22.4	16.5	38.9	19.3	58.5	77.8	116.7
Sector—							
Public	192.5	85.7	278.2	104.1	432.3	536.4	814.6
Private	391.8	289.7	681.4	387.4	1,112.0	1,499.4	2,180.8
Size of location (employees)—							
Less than 10	205.6	99.1	304.7	159.8	357.5	517.4	822.1
10—19	67.0	57.5	124.5	70.0	226.2	296.2	420.7
20—99	113.2	103.5	216.7	122.9	473.9	596.8	813.6
100 or more	184.7	97.6	282.3	125.6	436.9	562.5	844.7
Don't know	13.7	17.7	31.4	13.1	49.8	62.9	94.3
Total	584.2	375.4	959.6	491.5	1,544.3	2,035.8	2,995.4

TABLE 6. EMPLOYEES: WHETHER START AND FINISH TIMES ARE FIXED AND
SELECTED CHARACTERISTICS, AUGUST 1995
(*000)—continued

	Start and finish times are not fixed			Start and finish times are fixed			Total
	Variable daily	Not variable daily	Total	Times were negotiated with employer	Times were not negot- iated with employer	Total	
PERSONS							
Relationship in household —							
Family member	1,232.4	731.4	1,963.8	733.8	2,708.8	3,442.6	5,406.4
Husband or wife	1,050.8	527.1	1,577.9	571.4	1,923.5	2,494.9	4,072.8
With dependants	650.1	309.2	959.2	336.7	1,121.1	1,457.9	2,417.7
Without dependants	400.8	217.9	618.7	234.6	802.3	1,037.0	1,655.7
Lone parent	53.3	36.4	89.8	48.5	122.1	170.7	260.5
With dependants	41.1	29.2	70.3	37.6	90.3	127.9	198.2
Without dependants	12.2	7.3	19.5	11.0	31.8	42.8	62.2
Dependent student	13.1	27.1	40.2	23.4	58.4	81.8	122.0
Non-dependent child	98.2	124.4	222.6	77.2	542.3	619.5	842.2
Other family member	16.9	16.3	33.3	13.2	62.5	75.7	108.9
Non-family member	227.6	160.1	387.8	136.4	515.2	651.6	1,039.4
Lone person	124.6	66.1	190.7	66.3	244.4	310.6	501.3
Not living alone	103.0	94.1	197.1	70.1	270.9	341.0	538.1
Family status not determined	56.7	33.4	90.1	35.1	119.1	154.2	244.3
Occupation —							
Managers and administrators	270.4	60.6	331.0	56.9	93.7	150.7	48
Professionals	344.0	128.2	472.2	106.6	430.0	536.7	1,008.8
Para-professionals	93.7	65.8	159.5	62.8	234.7	297.5	457.0
Tradespersons	118.5	110.7	229.1	116.3	540.9	657.2	886.3
Clerks	358.9	105.5	464.4	204.3	566.4	770.7	1,235.1
Salespersons and personal service workers	172.8	209.1	381.9	192.9	524.6	717.5	1,099.4
Plant and machine operators, and drivers	43.7	98.0	141.7	49.4	309.9	359.3	501.0
Labourers and related workers	114.8	147.0	261.9	116.0	642.8	758.8	1,020.7
Industry—							
Agriculture, forestry and fishing	53.7	25.7	79.4	12.1	48.1	60.2	139.6
Mining	10.9	10.8	21.7	6.5	54.4	60.9	82.6
Manufacturing	176.5	105.8	282.3	129.7	628.0	757.7	1,040.0
Electricity, gas and water supply	21.1	5.6	26.7	14.6	47.9	62.5	89.2
Construction	105.3	60.7	166.0	32.8	143.3	176.1	342.1
Wholesale trade	134.6	52.8	187.5	59.8	213.5	273.3	460.8
Retail trade	109.6	131.9	241.5	167.6	412.1	579.7	821.3
Accommodation, cafes and restaurants	44.8	91.9	136.7	48.0	135.7	183.7	320.4
Transport and storage	50.8	73.8	124.6	32.3	147.2	179.5	304.1
Communication services	33.4	16.0	49.4	15.9	69.2	85.1	134.4
Finance and insurance	88.5	25.7	114.2	47.4	132.2	179.6	293.8
Property and business services	233.2	74.4	307.6	67.2	250.8	318.0	625.6
Government administration and defence	182.3	25.8	208.2	32.2	142.6	174.8	383.0
Education	90.8	70.5	161.3	66.8	358.4	425.2	586.5
Health and community services	97.7	83.9	181.6	120.0	389.4	509.5	691.1
Cultural and recreational services	31.1	29.9	61.0	20.8	62.2	83.0	144.0
Personal and other services	52.4	39.7	92.1	31.5	107.9	139.4	231.5
Sector—							
Public	435.6	188.5	624.1	193.1	857.8	1,050.9	1,675.0
Private	1,081.1	736.5	1,817.6	712.2	2,485.3	3,197.4	5,015.0
Size of location (employees)—							
Less than 10	519.7	254.2	773.9	285.1	711.7	996.8	1,770.7
10—19	170.1	133.7	303.8	128.6	463.0	591.7	895.5
20—99	323.5	233.5	557.0	228.3	990.2	1,218.4	1,775.4
100 or more	471.6	263.4	735.0	239.8	1,060.6	1,300.4	2,035.4
Don't know	31.8	40.1	72.0	23.5	117.6	141.0	213.0
Total	1,516.7	924.9	2,441.6	905.3	3,343.1	4,248.3	6,690.0

TABLE 7. EMPLOYEES: WHETHER ABLE TO WORK EXTRA HOURS IN ORDER TO TAKE TIME OFF AND
SELECTED CHARACTERISTICS, AUGUST 1995

	Able to work extra hours			Total			Proportion of all employees		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
	—'000—			—'000—			—percent—		
<i>Relationship in household—</i>									
Family member	1,090.9	885.9	1,976.8	2,967.2	2,439.2	5,406.4	36.8	36.3	36.6
Husband or wife	867.8	652.8	1,520.6	2,299.6	1,773.2	4,072.8	37.7	36.8	37.3
With dependants	563.0	356.3	919.3	1,425.2	991.9	2,417.1	39.5	35.9	38.0
Without dependants	304.8	296.5	601.3	874.4	781.3	1,655.7	34.9	37.9	36.3
Lone parent	18.3	78.3	96.6	47.4	213.1	260.5	38.6	36.7	37.1
With dependants	13.1	61.7	74.7	34.7	163.6	198.2	37.7	37.7	37.7
Without dependants	5.2	16.6	21.8	12.7	49.5	62.2	40.9	33.6	35.1
Dependent student	8.9	11.9	20.9	49.3	72.6	122.0	18.1	16.4	17.1
Non-dependent child	176.7	122.2	298.9	513.2	329.0	842.2	34.4	37.1	35.5
Other family member	19.1	20.7	39.8	57.6	51.3	108.9	33.2	40.3	36.6
Non-family member	244.8	183.4	428.3	601.6	437.8	1,039.4	40.7	41.9	41.2
Lone person	120.6	91.3	211.8	290.7	210.5	501.3	41.5	43.3	42.3
Not living alone	124.3	92.2	216.4	310.8	227.3	538.1	40.0	40.5	40.2
Family status not determined	43.5	45.3	88.9	125.8	118.4	244.3	34.6	38.3	36.4
<i>Occupation —</i>									
Managers and administrators	179.7	47.7	227.3	384.5	97.1	481.6	46.7	49.1	47.2
Professionals	245.5	144.8	390.2	546.1	462.7	1,008.8	44.9	31.3	38.7
Para-professionals	97.5	63.9	161.4	228.0	229.0	457.0	42.8	27.9	35.3
Tradespersons	321.3	31.0	352.3	792.9	93.4	886.3	40.5	33.2	39.7
Clerks	131.5	523.0	654.5	278.1	957.0	1,235.1	47.3	54.7	53.0
Salespersons and personal service workers	128.8	206.6	335.5	386.6	712.8	1,099.4	33.3	29.0	30.5
Plant and machine operators, and drivers	99.6	15.4	114.9	434.7	66.3	501.0	22.9	23.2	22.9
Labourers and related workers	175.6	82.2	257.7	643.7	377.0	1,020.7	27.3	21.8	25.3
<i>Industry—</i>									
Agriculture, forestry and fishing	54.5	15.6	70.1	100.5	39.1	139.6	54.2	39.8	50.2
Mining	17.2	6.0	23.1	72.2	10.4	82.6	23.8	57.6	28.0
Manufacturing	274.8	102.9	377.8	778.1	261.9	1,040.0	35.3	39.3	36.3
Electricity, gas and water supply	29.4	7.7	37.1	75.6	13.6	89.2	38.9	56.5	41.6
Construction	124.1	25.4	149.4	301.1	41.1	342.1	41.2	61.8	43.7
Wholesale trade	127.0	72.9	199.9	316.9	143.9	460.8	40.1	50.7	43.4
Retail trade	139.7	152.2	291.9	390.9	430.4	821.3	35.7	35.4	35.5
Accommodation, cafes and restaurants	43.3	51.3	94.7	135.7	184.7	320.4	31.9	27.8	29.5
Transport and storage	55.9	29.2	85.1	236.1	68.0	304.1	23.7	42.9	28.0
Communication services	31.2	13.3	44.5	94.6	39.9	134.4	33.0	33.3	33.1
Finance and insurance	53.0	61.2	114.2	125.1	168.6	293.8	42.4	36.3	38.9
Property and business services	150.7	151.8	302.5	309.2	316.4	625.6	48.7	48.0	48.3
Government administration and defence	125.4	102.4	227.8	229.6	153.4	383.0	54.6	66.7	59.5
Education	41.5	90.3	131.8	190.4	396.1	586.5	21.8	22.8	22.5
Health and community services	49.6	163.5	213.1	149.6	541.5	691.1	33.1	30.2	30.8
Cultural and recreational services	29.8	23.9	53.7	74.2	69.7	144.0	40.1	34.3	37.3
Personal and other services	32.2	45.0	77.1	114.7	116.7	231.5	28.1	38.5	33.3
<i>Sector—</i>									
Public	318.4	304.4	622.9	860.3	814.6	1,675.0	37.0	37.4	37.2
Private	1,060.9	810.2	1,871.0	2,834.2	2,180.8	5,015.0	37.4	37.2	37.3
<i>Size of location (employees) —</i>									
Less than 10	433.0	329.7	762.7	948.6	822.1	1,770.7	45.6	40.1	43.1
10—19	187.9	161.4	349.3	474.7	420.7	895.5	39.6	38.4	39.0
20—99	328.9	271.2	600.1	961.9	813.6	1,775.4	34.2	33.3	33.8
100 or more	400.5	329.6	730.1	1,190.7	844.7	2,035.4	33.6	39.0	35.9
Don't know	29.0	22.7	51.7	118.7	94.3	213.0	24.4	24.1	24.3
<i>Trade union membership(a) —</i>									
Member of a trade union	405.0	280.9	685.9	1,337.6	880.8	2,218.5	30.3	31.9	30.9
Not a member of a trade union	943.8	819.7	1,763.5	2,276.0	2,077.2	4,353.2	41.5	39.5	40.5
Total	1,379.3	1,114.6	2,493.9	3,694.6	2,995.4	6,690.0	37.3	37.2	37.3

(a) Excludes persons for whom trade union membership information was not collected.

TABLE 8. EMPLOYEES ENTITLED TO A ROSTERED DAY OFF IN THEIR MAIN JOB: WHETHER CAN CHOOSE WHEN A ROSTERED DAY OFF IS TO BE TAKEN AND SELECTED CHARACTERISTICS, AUGUST 1995

	<i>Has some choice in when a rostered day off is to be taken</i>			<i>Total</i>			<i>Proportion who had some choice</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
	--- '000 ---						--- percent ---		
<i>Age (years) —</i>									
15 — 19	23.7	17.1	40.8	41.6	23.8	65.5	56.9	71.6	62.3
20 — 24	99.9	69.0	169.0	161.4	95.5	256.9	61.9	72.3	65.8
25 — 34	222.9	134.5	357.4	341.5	172.9	514.4	65.3	77.8	69.5
35 — 44	210.7	97.4	308.2	320.4	133.4	453.8	65.8	73.0	67.9
45 — 54	160.0	85.2	245.2	236.9	114.3	351.2	67.5	74.5	69.8
55 — 59	39.5	15.1	54.6	69.3	20.0	89.3	57.0	75.4	61.1
60 and over	21.2	6.8	28.0	34.2	8.7	43.0	62.0	78.0	65.3
<i>Full-time or part-time employees —</i>									
Full-time	767.7	380.5	1,148.2	1,187.1	508.2	1,695.4	64.7	74.9	67.7
Part-time	10.3	44.6	54.9	18.2	60.5	78.7	56.4	73.8	69.7
<i>Permanent or casual employees —</i>									
Permanent	753.8	402.1	1,156.0	1,158.3	536.7	1,695.0	65.1	74.9	68.2
Casual	24.2	23.0	47.1	47.0	32.0	79.0	51.4	71.7	59.6
<i>Relationship in household —</i>									
Family member	611.2	329.0	940.2	959.7	446.2	1,405.8	63.7	73.7	66.9
Husband or wife	490.9	231.8	722.8	763.9	307.7	1,071.6	64.3	75.4	67.5
With dependants	304.8	103.0	407.7	471.7	142.5	614.2	64.6	72.2	66.4
Without dependants	186.2	128.9	315.0	292.2	165.1	457.3	63.7	78.1	68.1
Lone parent	10.5	30.7	41.1	13.2	41.7	54.9	79.3	73.6	75.0
With dependants	7.9	22.7	30.5	9.2	29.0	38.3	85.1	78.1	79.8
Without dependants	* 2.6	8.0	10.6	* 4.0	12.7	16.6	* 65.8	63.3	63.9
Dependent student	* 1.1	* 1.5	* 2.6	* 2.6	* 1.5	* 4.1	* 41.1	* 100.0	* 62.9
Non-dependent child	95.9	57.3	153.2	163.2	84.0	247.2	58.8	68.2	62.0
Other family member	12.8	7.6	20.4	16.8	11.3	28.1	76.4	67.5	72.8
Non-family member	139.6	81.3	220.9	205.2	102.8	308.0	68.0	79.1	71.7
Lone person	72.5	42.6	115.1	104.9	53.5	158.5	69.1	79.6	72.6
Not living alone	67.1	38.8	105.9	100.3	49.3	149.5	66.9	78.6	70.8
Family status not determined	27.2	14.8	42.0	40.5	19.7	60.2	67.2	74.9	69.8
<i>Occupation —</i>									
Managers and administrators	55.0	15.3	70.3	64.5	17.3	81.8	85.2	88.5	85.9
Professionals	83.5	39.2	122.7	98.2	44.7	142.9	85.0	87.6	85.8
Para-professionals	69.2	61.0	130.2	100.5	76.1	176.7	68.8	80.1	73.7
Tradespersons	202.2	17.6	219.8	343.7	30.5	374.2	58.8	57.9	58.8
Clerks	82.9	160.1	243.0	98.5	185.6	284.1	84.2	86.2	85.5
Salespersons and personal service workers	52.5	77.2	129.6	68.9	108.2	177.1	76.1	71.3	73.2
Plant and machine operators, and drivers	102.5	8.9	111.3	184.4	21.7	206.0	55.6	41.0	54.0
Labourers and related workers	130.2	45.9	176.1	246.6	84.6	331.2	52.8	54.3	53.2
<i>Industry —</i>									
Agriculture, forestry and fishing	10.5	* 2.0	12.6	14.0	* 2.3	16.3	75.5	* 88.4	77.4
Mining	10.4	* 0.9	11.3	19.2	* 1.3	20.6	54.3	* 67.9	55.2
Manufacturing	166.7	38.8	205.5	307.5	70.6	378.1	54.2	54.9	54.1
Electricity, gas and water supply	33.1	7.6	40.7	57.4	9.3	66.7	57.7	81.6	61.1
Construction	59.5	5.0	64.5	117.1	6.8	123.9	50.8	73.6	52.1
Wholesale trade	34.8	11.3	46.1	52.1	14.5	66.6	66.9	77.5	69.2
Retail trade	49.3	41.6	90.9	72.6	63.4	136.0	67.9	65.7	66.9
Accommodation, cafes and restaurants	28.2	19.1	47.3	35.5	23.5	59.0	79.4	81.4	80.2
Transport and storage	63.2	12.5	75.8	101.5	16.5	118.1	62.3	75.8	64.2
Communication services	43.9	10.0	53.8	58.3	13.5	71.9	75.2	73.6	74.9
Finance and insurance	38.8	47.3	86.1	40.6	54.0	94.7	95.5	87.5	90.9
Property and business services	37.7	20.6	58.3	49.8	25.6	75.4	75.7	80.6	77.4
Government administration and defence	82.4	38.9	121.3	117.8	44.4	162.2	69.9	87.6	74.8
Education	19.8	19.3	39.1	23.9	23.4	47.3	82.8	82.4	82.6
Health and community services	50.1	117.0	167.1	67.2	154.6	221.9	74.5	75.7	75.3
Cultural and recreational services	12.1	8.4	20.5	21.8	10.3	32.1	55.7	81.3	63.9
Personal and other services	37.3	24.7	62.1	48.9	34.5	83.3	76.4	71.7	74.5
<i>Trade union membership(a) —</i>									
Member of a trade union	461.2	199.2	660.4	753.1	281.5	1,034.5	61.2	70.8	63.8
Not a member of a trade union	304.9	218.3	523.2	433.9	276.5	710.4	70.3	79.0	73.6
Total	778.0	425.1	1,203.1	1,205.3	568.7	1,774.0	64.5	74.7	67.8

(a) Excludes persons for whom trade union membership information was not collected.

TABLE 9. EMPLOYEES WHO USUALLY WORK OVERTIME IN THEIR MAIN JOB: FULL-TIME AND TOTAL EMPLOYEES IN MAIN JOB, OCCUPATION IN MAIN JOB, HOURS OF OVERTIME USUALLY WORKED EACH WEEK, WHETHER MOST RECENT PERIOD OF OVERTIME WAS PAID AND METHOD OF PAYMENT, AUGUST 1995
(^{'000})

	Occupation								
	Managers and admini- strators	Profess- ionals	Para- profess- ionals	Trades- persons	Clerks	Salesper- sons and personal service workers	Plant and machine operators and drivers	Labourers and related workers	Total
MALE FULL-TIME EMPLOYEES									
<i>Hours of overtime usually worked each week (hours)—</i>									
1—4	23.2	52.7	30.2	90.7	29.9	38.3	42.1	57.5	364.6
5—9	50.8	93.6	29.4	111.4	34.5	43.2	52.7	69.5	485.0
10—14	73.9	86.3	17.8	60.9	17.4	31.4	36.4	34.1	358.2
15—19	27.7	30.2	5.8	24.5	6.5	11.1	11.0	9.6	126.5
20—24	39.2	29.0	* 4.3	23.0	* 3.9	9.5	12.9	9.7	131.6
25 and over	26.0	12.4	* 3.1	11.3	* 3.2	7.5	11.3	5.2	79.9
<i>Whether most recent period of overtime was paid and method of payment —</i>									
Paid overtime	14.7	39.0	41.7	243.6	35.0	32.8	144.6	146.5	698.0
Normal time	* 2.5	9.9	5.2	37.7	* 3.6	5.6	17.9	19.1	101.6
Time and a half	6.4	14.2	19.9	116.5	20.2	16.7	63.7	77.6	335.1
Double time	* 1.0	4.8	6.7	27.5	* 3.4	* 4.1	22.2	14.4	84.1
Rate varied	* 3.7	8.0	8.4	47.6	6.2	5.5	34.1	29.5	143.0
Set overtime allowance	* 0.1	* 0.4	* 0.4	* 2.7	* 0.5	* 0.3	* 1.8	* 0.8	7.1
Other	* 0.1	* 0.3	* 1.1	* 2.4	* 0.0	* 0.0	* 2.0	* 1.3	7.1
Don't know	* 0.9	* 1.4	* 0.0	9.3	* 1.1	* 0.6	* 3.0	* 3.8	20.0
Included in salary package	107.5	98.2	18.3	28.7	20.5	43.6	10.1	16.1	343.1
Time off in lieu	* 3.6	12.1	6.8	4.9	5.9	* 2.2	* 1.8	* 3.3	40.7
Unpaid overtime	113.1	153.0	23.0	42.5	33.7	59.1	9.2	18.7	452.3
Other arrangements	* 1.9	* 1.7	* 0.7	* 1.9	* 0.2	* 3.3	* 0.7	* 1.1	11.6
Total	240.8	304.2	90.5	321.7	95.4	141.0	166.5	185.6	1,545.7
ALL MALE EMPLOYEES									
<i>Hours of overtime usually worked each week (hours)—</i>									
1—4	23.7	56.0	30.6	91.7	30.6	42.3	44.9	63.3	383.2
5—9	51.1	95.5	29.8	111.8	34.8	45.7	53.1	72.9	494.7
10—14	73.9	86.6	17.8	60.9	17.4	31.4	36.8	35.7	360.5
15—19	28.4	30.7	6.2	25.0	6.5	11.1	11.3	10.4	129.8
20—24	39.2	30.2	* 4.3	23.0	* 4.1	9.5	12.9	9.7	133.0
25 and over	26.0	12.4	* 3.1	11.3	* 3.5	7.8	11.7	5.4	81.0
<i>Whether most recent period of overtime was paid and method of payment —</i>									
Paid overtime	15.9	41.7	42.0	245.7	35.8	37.4	148.6	156.9	724.0
Normal time	* 3.3	11.2	5.2	38.3	* 4.1	6.8	18.9	22.2	109.9
Time and a half	6.8	15.6	20.3	118.0	20.5	18.8	65.3	82.6	347.9
Double time	* 1.0	4.8	6.7	27.5	* 3.4	* 4.5	22.2	15.0	85.0
Rate varied	* 3.7	8.0	8.4	47.6	6.2	5.9	35.5	31.3	146.5
Set overtime allowance	* 0.1	* 0.4	* 0.4	* 2.7	* 0.5	* 0.8	* 1.9	* 0.8	7.7
Other	* 0.1	* 0.3	* 1.1	* 2.4	* 0.0	* 0.0	* 2.0	* 1.3	7.1
Don't know	* 0.9	* 1.4	* 0.0	9.3	* 1.1	* 0.6	* 3.0	* 3.8	20.0
Included in salary package	107.5	98.2	18.3	28.7	20.5	43.9	10.1	16.3	343.6
Time off in lieu	* 3.6	12.7	7.3	4.9	5.9	* 2.4	* 1.8	* 3.3	42.0
Unpaid overtime	113.5	157.0	23.4	42.5	34.5	60.9	9.5	19.9	461.1
Other arrangements	* 1.9	* 1.7	* 0.7	* 1.9	* 0.2	* 3.3	* 0.7	* 1.1	11.6
Total	242.4	311.4	91.7	323.8	96.9	147.9	170.7	197.4	1,582.3

TABLE 9. EMPLOYEES WHO USUALLY WORK OVERTIME IN THEIR MAIN JOB: FULL-TIME AND TOTAL EMPLOYEES IN MAIN JOB, OCCUPATION IN MAIN JOB, HOURS OF OVERTIME USUALLY WORKED EACH WEEK, WHETHER MOST RECENT PERIOD OF OVERTIME WAS PAID AND METHOD OF PAYMENT, AUGUST 1995
(^{'000})—continued

	Occupation								
	Managers and admini- strators	Profess- ionals	Para- profess- ionals	Trades- persons	Clerks	Salesper- sons and personal service workers	Plans and machine operators and drivers	Labourers and related workers	Total
FEMALE FULL-TIME EMPLOYEES									
<i>Hours of overtime usually worked each week (hours)—</i>									
1—4	10.1	49.3	25.7	8.7	92.6	39.2	* 4.1	13.8	243.5
5—9	13.2	63.9	10.3	6.8	61.3	26.0	* 3.1	12.8	197.4
10—14	14.2	65.9	5.5	* 2.8	27.6	9.4	* 2.4	* 3.6	131.3
15—19	* 3.3	21.3	* 2.2	* 1.0	* 4.4	* 3.4	* 0.4	* 1.9	37.9
20—24	6.1	12.3	* 0.4	* 0.3	* 1.9	* 3.3	* 0.0	* 1.2	25.5
25 and over	* 4.0	7.6	* 0.4	* 0.5	* 1.3	* 1.0	* 0.0	* 0.4	15.2
<i>Whether most recent period of overtime was paid and method of payment—</i>									
Paid overtime	* 3.4	14.6	14.0	9.5	69.4	32.8	8.1	26.8	178.7
Normal time	* 0.8	* 4.0	* 2.4	* 2.6	12.5	6.3	* 1.6	5.2	35.5
Time and a half	* 2.1	5.8	7.8	* 3.4	42.7	18.2	5.0	13.5	98.6
Double time	* 0.3	* 1.3	* 0.9	* 1.1	* 4.4	* 2.9	* 0.4	* 2.4	13.6
Rate varied	* 0.2	* 0.9	* 2.4	* 2.1	7.1	* 3.7	* 0.7	5.2	22.4
Set overtime allowance	* 0.0	* 0.9	* 0.4	* 0.0	* 0.4	* 0.0	* 0.0	* 0.3	* 1.9
Other	* 0.0	* 0.5	* 0.0	* 0.0	* 0.4	* 0.4	* 0.4	* 0.0	* 1.6
Don't know	* 0.0	* 1.3	* 0.0	* 0.3	* 2.0	* 1.4	* 0.0	* 0.2	5.1
Included in salary package	17.0	50.2	5.4	* 2.0	27.2	14.0	* 0.0	* 2.1	117.9
Time off in lieu	* 3.1	12.3	* 4.3	* 1.2	18.7	6.1	* 0.3	* 0.7	46.5
Unpaid overtime	27.1	140.7	20.2	7.3	72.8	27.9	* 1.6	* 3.8	301.5
Other arrangements	* 0.4	* 2.4	* 0.6	* 0.1	* 1.0	* 1.5	* 0.0	* 0.3	6.3
Total	51.0	220.3	44.5	20.1	189.0	82.3	10.0	33.7	650.9
ALL FEMALE EMPLOYEES									
<i>Hours of overtime usually worked each week (hours)—</i>									
1—4	11.7	63.3	42.4	9.2	121.1	68.5	6.2	26.3	348.7
5—9	14.7	76.5	13.3	7.7	66.4	33.1	* 3.1	15.3	230.1
10—14	14.5	71.0	5.7	* 2.8	29.3	11.9	* 2.4	4.7	142.2
15—19	* 3.3	22.9	* 2.6	* 1.0	4.6	* 3.8	* 0.4	* 1.9	40.6
20—24	6.1	13.7	* 0.6	* 0.3	* 1.9	* 3.3	* 0.0	* 1.2	27.1
25 and over	* 4.0	7.6	* 0.4	* 0.5	* 1.3	* 1.0	* 0.0	* 0.4	15.2
<i>Whether most recent period of overtime was paid and method of payment—</i>									
Paid overtime	4.8	17.3	20.3	10.5	85.5	58.6	9.8	39.1	246.0
Normal time	* 1.2	6.2	* 4.1	* 3.1	20.3	16.9	* 2.7	10.3	64.6
Time and a half	* 3.0	6.3	11.0	* 3.6	49.2	27.9	5.3	19.5	125.8
Double time	* 0.3	* 1.3	* 1.4	* 1.1	* 4.4	* 4.4	* 0.4	* 2.7	16.1
Rate varied	* 0.2	* 0.9	* 2.7	* 2.1	8.1	5.4	* 1.2	5.8	26.4
Set overtime allowance	* 0.0	* 1.0	* 0.4	* 0.0	* 0.7	* 0.5	* 0.0	* 0.3	* 2.8
Other	* 0.1	* 0.5	* 0.0	* 0.0	* 0.9	* 1.7	* 0.4	* 0.4	* 3.5
Don't know	* 0.0	* 1.3	* 0.8	* 0.6	* 2.0	* 1.8	* 0.0	* 0.2	6.8
Included in salary package	17.6	54.2	5.7	* 2.0	30.1	14.5	* 0.0	* 2.4	126.8
Time off in lieu	* 3.1	13.7	6.1	* 1.2	23.4	6.1	* 0.3	* 0.9	54.6
Unpaid overtime	28.5	167.4	32.2	7.7	84.5	40.9	* 2.0	7.0	370.1
Other arrangements	* 0.4	* 2.4	* 0.7	* 0.1	* 1.3	* 1.5	* 0.0	* 0.3	6.7
Total	54.4	255.0	64.9	21.5	224.7	121.6	12.1	49.8	803.9

TABLE 9. EMPLOYEES WHO USUALLY WORK OVERTIME IN THEIR MAIN JOB: FULL-TIME AND TOTAL EMPLOYEES IN MAIN JOB, OCCUPATION IN MAIN JOB, HOURS OF OVERTIME USUALLY WORKED EACH WEEK, WHETHER MOST RECENT PERIOD OF OVERTIME WAS PAID AND METHOD OF PAYMENT, AUGUST 1995
(^{'000})—continued

	Occupation								
	Managers and admini- strators	Profess- ionals	Para- profess- ionals	Trades- persons	Clerks	Salesper- sons and personal service workers	Plant and machine operators and drivers	Labourers and related workers	Total
ALL FULL-TIME EMPLOYEES									
Hours of overtime usually worked each week (hours) —									
1 — 4	33.3	102.0	55.9	99.4	122.5	77.5	46.3	71.3	608.1
5 — 9	64.0	157.5	39.7	118.2	95.8	69.2	55.8	82.3	682.3
10 — 14	88.1	152.1	23.3	63.7	45.0	40.8	38.7	37.7	489.5
15 — 19	31.0	51.5	8.0	25.5	10.9	14.6	11.5	11.5	164.4
20 — 24	45.4	41.4	4.7	23.3	5.8	12.8	12.9	11.0	157.1
25 and over	30.0	20.0	* 3.5	11.7	* 4.5	8.5	11.3	5.6	95.1
Whether most recent period of overtime was paid and method of payment —									
Paid overtime	18.1	53.7	55.7	253.1	104.4	65.7	152.8	173.3	876.7
Normal time	* 3.3	13.9	7.6	40.3	16.2	11.9	19.6	24.3	137.1
Time and a half	8.5	20.1	27.7	119.9	62.9	34.9	68.7	91.1	433.8
Double time	* 1.3	6.1	7.6	28.6	7.7	7.0	22.5	16.9	97.7
Rate varied	* 3.9	8.8	10.8	49.7	13.4	9.2	34.9	34.7	165.3
Set overtime allowance	* 0.1	* 1.3	* 0.8	* 2.7	* 0.9	* 0.3	* 1.8	* 1.1	9.0
Other	* 0.1	* 0.8	* 1.1	* 2.4	* 0.4	* 0.4	* 2.3	* 1.3	8.7
Don't know	* 0.9	* 2.6	* 0.0	9.6	* 3.1	* 2.0	* 3.0	* 4.0	25.1
Included in salary package	124.6	148.5	23.7	30.7	47.7	57.6	10.1	18.1	461.1
Time off in lieu	6.7	24.5	11.1	6.1	24.6	8.3	* 2.1	* 4.0	87.2
Unpaid overtime	140.2	293.7	43.2	49.8	106.5	87.0	10.8	22.5	753.7
Other arrangements	* 2.3	* 4.1	* 1.3	* 2.0	* 1.2	4.9	* 0.7	* 1.4	17.9
Total	291.8	524.5	135.0	341.8	284.4	223.4	176.4	219.3	2,196.6
ALL EMPLOYEES									
Hours of overtime usually worked each week (hours) —									
1 — 4	35.4	119.4	73.0	100.9	151.8	110.8	51.1	89.6	731.9
5 — 9	65.9	172.0	43.0	119.6	101.2	78.8	56.2	88.2	724.8
10 — 14	88.4	157.5	23.5	63.7	46.7	43.4	39.1	40.4	502.7
15 — 19	31.7	53.6	8.7	26.1	11.2	15.0	11.8	12.3	170.3
20 — 24	45.4	44.0	4.9	23.3	6.0	12.8	12.9	11.0	160.2
25 and over	30.0	20.0	* 3.5	11.7	4.8	8.8	11.7	5.8	96.3
Whether most recent period of overtime was paid and method of payment —									
Paid overtime	20.7	59.0	62.4	256.3	121.2	96.0	158.4	196.0	970.0
Normal time	* 4.4	17.3	9.3	41.4	24.3	23.6	21.5	32.5	174.5
Time and a half	9.8	21.9	31.3	121.6	69.7	46.7	70.5	102.0	473.7
Double time	* 1.3	6.1	8.1	28.6	7.7	8.9	22.5	17.7	101.0
Rate varied	* 3.9	8.8	11.1	49.7	14.3	11.3	36.6	37.1	172.8
Set overtime allowance	* 0.1	* 1.4	* 0.8	* 2.7	* 1.2	* 1.3	* 1.9	* 1.1	10.4
Other	* 0.2	* 0.8	* 1.1	* 2.4	* 0.9	* 1.7	* 2.3	* 1.7	11.0
Don't know	* 0.9	* 2.6	* 0.8	9.8	* 3.1	* 2.5	* 3.0	* 4.0	26.6
Included in salary package	125.2	152.5	24.0	30.7	50.7	58.4	10.1	18.6	470.2
Time off in lieu	6.7	26.4	13.3	6.1	29.3	8.5	* 2.1	* 4.2	96.6
Unpaid overtime	142.0	324.4	55.5	50.1	119.0	101.8	11.5	26.9	831.2
Other arrangements	* 2.3	* 4.1	* 1.4	* 2.0	* 1.5	4.9	* 0.7	* 1.4	18.3
Total	296.8	566.4	156.7	345.3	321.6	269.5	182.8	247.2	2,386.2

TABLE 10. EMPLOYEES WHO WORKED SHIFT WORK IN THE LAST FOUR WEEKS: TYPE OF SHIFT WORKED IN MOST RECENT SHIFT AND SELECTED CHARACTERISTICS, AUGUST 1995
(*000)

	Type of shift worked in most recent shift								Total
	Rotating	Regular morning	Regular afternoon	Regular evening, night or graveyard	Split shift	On call	Irregular	Other	
MALES									
Age (years)—									
15—19	* 4.5	* 3.4	* 3.1	6.5	* 0.9	* 0.5	* 3.5	* 0.0	22.4
20—24	32.6	4.7	10.0	16.9	5.8	* 2.1	9.7	* 1.7	83.4
25—34	87.2	9.2	18.4	22.7	6.9	8.8	22.4	* 1.6	177.1
35—44	73.4	8.5	13.7	16.6	5.7	4.7	19.4	* 1.5	143.5
45—54	57.2	4.9	9.0	11.3	5.8	* 3.7	9.3	* 0.7	101.9
55—59	13.4	* 1.6	* 3.9	4.8	* 0.3	* 1.2	* 2.6	* 1.0	28.8
60 and over	8.6	* 0.4	* 1.9	* 0.8	* 1.4	* 0.9	* 0.0	* 0.4	14.4
Full-time or part-time employees—									
Full-time	265.2	28.8	53.9	55.5	24.3	17.2	56.2	6.6	507.9
Part-time	11.6	* 3.9	6.2	24.1	* 2.5	4.6	10.5	* 0.2	63.6
Permanent or casual employees—									
Permanent	260.0	27.2	52.2	54.3	20.2	16.2	54.4	6.6	491.1
Casual	16.9	5.5	8.0	25.3	6.6	5.6	12.4	* 0.2	80.4
Relationship in household—									
Family member	214.7	27.3	45.8	59.4	19.1	15.5	51.8	5.8	439
Husband or wife	183.2	21.3	33.8	42.9	15.7	12.4	40.7	4.9	354
With dependants	108.0	14.4	22.3	27.0	8.8	8.1	24.4	* 2.9	215.9
Without dependants	75.2	6.8	11.4	15.9	6.9	* 4.2	16.4	* 2.0	138.9
Lone parent	* 2.7	* 0.5	* 0.5	* 1.2	* 0.3	* 0.3	* 0.5	* 0.0	6.0
With dependants	* 1.6	* 0.5	* 0.0	* 1.0	* 0.3	* 0.3	* 0.2	* 0.0	* 3.8
Without dependants	* 1.2	* 0.0	* 0.5	* 0.3	* 0.0	* 0.0	* 0.3	* 0.0	* 2.2
Dependent student	* 0.6	* 0.1	* 0.7	* 3.3	* 0.0	* 0.0	* 2.0	* 0.2	6.9
Non-dependent child	24.0	* 4.5	8.8	10.9	* 3.1	* 2.5	8.2	* 0.7	62.7
Other family member	* 4.2	* 0.9	* 2.1	* 1.0	* 0.0	* 0.4	* 0.3	* 0.0	8.9
Non-family member	49.9	* 4.2	13.4	17.6	7.0	5.6	11.9	* 0.6	110.2
Lone person	25.9	* 1.2	6.6	* 4.3	5.0	* 2.3	5.9	* 0.6	51.7
Not living alone	24.0	* 3.1	6.8	13.3	* 2.0	* 3.3	6.0	* 0.0	58.5
Family status not determined	12.2	* 1.2	* 0.9	* 2.6	* 0.7	* 0.7	* 3.1	* 0.4	21.9
Occupation —									
Managers and administrators	11.5	* 0.8	* 1.3	* 3.0	* 1.2	* 1.5	* 3.4	* 0.6	23.3
Professionals	10.4	* 1.2	* 1.6	* 2.3	* 0.7	* 4.2	6.8	* 1.1	28.2
Para-professionals	48.1	* 2.5	* 1.6	* 3.5	* 2.0	* 2.9	10.1	* 0.9	71.5
Tradespersons	36.5	6.7	13.4	12.7	9.7	* 3.4	9.6	* 1.3	93.3
Clerks	13.5	* 3.0	* 3.8	5.4	* 0.9	* 0.4	* 1.2	* 0.5	28.8
Salespersons and personal service workers	17.7	* 1.9	* 3.9	15.2	* 2.8	* 2.4	10.7	* 0.1	54.8
Plant and machine operators, and drivers	89.5	6.7	15.0	15.2	5.1	* 2.7	13.3	* 0.8	148.4
Labourers and related workers	49.7	9.7	19.6	22.3	* 4.3	* 4.3	11.7	* 1.6	123.3
Industry—									
Agriculture, forestry and fishing	* 1.5	* 0.0	* 0.2	* 0.4	* 0.0	* 0.0	* 1.0	* 0.6	*
Mining	23.3	* 3.7	* 3.4	5.4	* 0.0	* 0.0	* 1.4	* 0.0	37.2
Manufacturing	87.5	9.9	25.0	20.7	* 0.5	* 3.9	10.4	* 1.2	159.1
Electricity, gas and water supply	5.6	* 0.0	* 0.0	* 0.0	* 0.0	* 0.6	* 1.4	* 0.0	7.5
Construction	* 3.6	* 0.4	* 0.4	* 0.4	* 0.9	* 1.5	* 1.5	* 0.8	9.4
Wholesale trade	4.8	* 2.5	6.3	* 3.6	* 0.6	* 1.2	* 1.8	* 0.0	20.8
Retail trade	10.6	* 2.2	* 3.7	12.4	* 1.0	* 1.8	6.4	* 0.1	38.4
Accommodation, cafes and restaurants	12.9	* 1.5	* 3.2	14.4	8.8	* 0.7	7.9	* 0.0	49.3
Transport and storage	38.8	* 3.5	5.8	6.4	5.3	* 4.1	16.5	* 1.6	81.9
Communication services	5.5	* 1.8	* 1.6	* 3.0	* 0.0	* 0.3	* 0.5	* 0.0	12.6
Finance and insurance	* 2.8	* 0.0	* 0.5	* 0.4	* 0.3	* 0.4	* 0.0	* 0.0	* 4.4
Property and business services	12.1	* 1.2	* 4.5	* 3.8	* 2.7	* 3.3	* 2.8	* 0.3	30.6
Government administration and defence	5.0	* 1.2	* 0.1	* 0.6	* 0.5	* 0.1	* 1.2	* 0.3	9.0
Education	* 1.7	* 0.0	* 0.8	* 0.5	* 0.8	* 0.4	* 1.0	* 1.0	6.4
Health and community services	27.0	* 1.6	* 2.5	4.7	* 2.4	* 3.1	* 4.1	* 0.1	45.4
Cultural and recreational services	5.7	* 0.9	* 1.5	* 1.7	* 1.9	* 0.2	* 3.3	* 0.0	15.2
Personal and other services	28.5	* 2.2	* 0.8	* 1.3	* 1.0	* 0.3	5.5	* 0.8	40.4
Trade union membership(a) —									
Member of a trade union	185.8	17.3	37.8	33.4	11.4	7.8	33.8	4.7	331.8
Not a member of a trade union	88.3	13.9	21.9	44.8	15.0	13.1	32.5	* 2.1	231.6
Total	276.8	32.7	60.1	79.6	26.8	21.8	66.7	6.8	571.5

TABLE 10. EMPLOYEES WHO WORKED SHIFT WORK IN THE LAST FOUR WEEKS: TYPE OF SHIFT
WORKED IN MOST RECENT SHIFT AND SELECTED CHARACTERISTICS, AUGUST 1995
(^{'000})—continued

	Type of shift worked in most recent shift								Total
	Rotating	Regular	Regular	Regular	Split	On	Irregular	Other	
		morning	afternoon	evening, night or graveyard					
FEMALES									
Age (years)—									
15—19	* 3.4	* 1.2	* 1.9	* 2.5	* 0.9	* 1.4	6.6	* 0.2	18.1
20—24	27.8	* 3.8	5.5	8.9	* 3.5	* 0.6	15.0	* 0.7	65.9
25—34	46.0	7.6	11.2	19.4	6.5	* 4.4	20.3	* 3.1	118.6
35—44	36.0	8.4	10.3	23.8	6.6	5.1	14.7	* 2.1	107.1
45—54	26.6	7.0	5.0	15.5	* 4.4	* 3.5	12.2	* 3.3	77.6
55—59	5.1	* 1.6	* 3.7	* 4.3	* 0.4	* 0.0	* 1.0	* 0.4	16.4
60 and over	* 0.6	* 0.0	* 0.8	* 0.6	* 0.0	* 0.0	* 0.0	* 0.2	* 2.2
Full-time or part-time employees—									
Full-time	92.8	15.9	20.5	23.8	11.5	* 3.3	31.1	4.8	203.8
Part-time	52.8	13.9	17.9	51.2	10.7	11.8	38.7	5.1	202.1
Permanent or casual employees—									
Permanent	122.3	23.1	28.8	51.7	13.0	5.9	41.0	7.5	293.3
Casual	23.4	6.7	9.6	23.2	9.2	9.3	28.8	* 2.4	112.6
Relationship in household—									
Family member	115.3	25.4	30.0	63.4	19.6	13.0	54.9	8.4	330.0
Husband or wife	78.7	20.3	21.1	51.9	11.1	9.0	36.1	6.6	234.8
With dependants	43.2	12.5	11.9	36.1	5.4	6.5	18.9	* 3.2	137.7
Without dependants	35.5	7.7	9.2	15.8	5.7	* 2.6	17.2	* 3.4	97.1
Lone parent	14.0	* 1.7	* 3.9	6.4	4.6	* 2.3	* 3.4	* 1.0	37.3
With dependants	10.0	* 1.0	* 2.9	5.4	* 2.9	* 1.9	* 2.2	* 0.8	27.1
Without dependants	* 4.0	* 0.8	* 0.9	* 1.0	* 1.7	* 0.4	* 1.2	* 0.2	10.2
Dependent student	* 1.9	* 0.7	* 1.2	* 1.5	* 0.0	* 0.3	* 4.5	* 0.3	10.4
Non-dependent child	17.5	* 2.7	* 2.9	* 2.5	* 3.1	* 1.4	9.4	* 0.1	39.5
Other family member	* 3.2	* 0.0	* 1.0	* 1.1	* 0.8	* 0.0	* 1.4	* 0.4	8.0
Non-family member	26.1	* 3.7	8.0	9.7	* 2.0	* 2.2	12.2	* 1.1	64.9
Lone person	13.3	* 2.5	* 3.8	* 4.2	* 0.7	* 0.8	* 3.6	* 1.0	29.7
Not living alone	12.8	* 1.2	* 4.2	5.6	* 1.3	* 1.4	8.6	* 0.1	35.2
Family status not determined	* 4.2	* 0.7	* 0.4	* 1.8	* 0.7	* 0.0	* 2.8	* 0.5	11.0
Occupation —									
Managers and administrators	* 2.0	* 0.0	* 1.0	* 0.5	* 0.0	* 0.4	* 2.2	* 0.0	6.0
Professionals	5.6	* 0.7	* 2.2	* 2.7	* 0.9	* 0.8	* 3.7	* 0.1	16.7
Para-professionals	55.2	7.5	7.9	29.5	* 1.7	4.7	18.5	* 4.3	129.3
Tradespersons	* 2.4	* 1.6	* 3.2	* 0.9	* 4.3	* 0.2	* 1.4	* 0.2	14.3
Clerks	21.1	* 2.3	* 4.3	* 3.8	* 0.9	* 1.9	* 4.5	* 1.1	39.9
Salespersons and personal service workers	38.9	6.4	7.8	20.7	6.1	5.3	32.5	* 2.3	120.1
Plant and machine operators, and drivers	* 3.3	* 0.5	* 0.4	* 3.1	* 0.3	* 0.3	* 0.4	* 0.0	8.2
Labourers and related workers	17.2	10.8	11.6	13.8	8.0	* 1.6	6.5	* 2.0	71.5
Industry—									
Agriculture, forestry and fishing	* 0.2	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.2
Mining	* 0.6	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.2	* 0.8
Manufacturing	4.9	* 3.1	9.3	8.3	* 0.0	* 1.5	* 1.7	* 0.0	28.8
Electricity, gas and water supply	* 0.2	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.2
Construction	* 0.2	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.0	* 0.2
Wholesale trade	* 1.6	* 0.0	* 1.4	* 0.4	* 0.0	* 0.0	* 0.6	* 0.0	* 4.0
Retail trade	12.2	* 2.6	* 3.2	7.1	* 0.6	* 1.2	10.5	* 0.1	37.6
Accommodation, cafes and restaurants	9.0	* 2.3	* 4.4	9.2	8.8	* 1.4	13.1	* 0.7	48.9
Transport and storage	6.8	* 0.3	* 0.0	* 0.8	* 0.3	* 0.8	5.2	* 0.4	14.6
Communication services	7.8	* 0.7	* 1.1	* 1.3	* 0.4	* 0.5	* 0.6	* 0.0	12.4
Finance and insurance	* 2.6	* 0.0	* 0.9	* 0.3	* 0.0	* 0.3	* 1.2	* 0.0	5.3
Property and business services	* 1.7	* 1.6	* 2.2	* 3.5	* 2.6	* 0.0	* 1.9	* 1.1	14.6
Government administration and defence	* 1.3	* 0.0	* 0.4	* 1.3	* 0.3	* 0.3	* 0.8	* 0.0	* 4.4
Education	* 1.6	* 0.3	* 1.6	* 0.9	* 1.3	* 0.0	* 1.1	* 0.5	7.2
Health and community services	85.0	17.4	11.8	38.2	6.2	8.4	28.6	6.1	201.8
Cultural and recreational services	* 3.9	* 0.4	* 1.4	* 2.5	* 0.9	* 0.4	* 2.8	* 0.4	12.7
Personal and other services	6.1	* 1.1	* 0.5	* 1.0	* 0.9	* 0.5	* 1.7	* 0.5	12.2
Trade union membership(a) —									
Member of a trade union	71.8	11.6	23.1	34.8	8.4	5.7	29.5	* 4.0	189.0
Not a member of a trade union	71.2	18.1	15.0	39.3	13.9	8.8	39.7	5.7	211.7
Total	145.7	29.8	38.4	74.9	22.2	15.2	69.8	9.9	405.9

TABLE 10. EMPLOYEES WHO WORKED SHIFT WORK IN THE LAST FOUR WEEKS: TYPE OF SHIFT WORKED IN MOST RECENT SHIFT AND SELECTED CHARACTERISTICS, AUGUST 1995
(⁰⁰⁰)—continued

	Type of shift worked in most recent shift								Total
	Rotating	Regular morning	Regular afternoon	Regular evening, night or graveyard	Split shift	On call	Irregular	Other	
	PERSONS								
<i>Age (years)—</i>									
15—19	7.9	4.6	5.1	9.0	* 1.8	* 1.9	10.1	* 0.2	40.6
20—24	60.4	8.5	15.5	25.8	9.3	* 2.7	24.7	* 2.4	149.3
25—34	133.2	16.8	29.6	42.1	13.3	13.2	42.7	4.7	295.7
35—44	109.5	17.0	24.0	40.4	12.3	9.8	34.1	* 3.5	250.5
45—54	83.8	11.9	14.0	26.8	10.2	7.2	21.5	* 4.0	179.5
55—59	18.5	* 3.2	7.6	9.0	* 0.7	* 1.2	* 3.5	* 1.4	45.2
60 and over	9.2	* 0.4	* 2.7	* 1.4	* 1.4	* 0.9	* 0.0	* 0.6	16.6
<i>Full-time or part-time employees—</i>									
Full-time	358.1	44.7	74.4	79.3	35.8	20.6	87.3	11.4	711.7
Part-time	64.4	17.7	24.1	75.3	13.2	16.4	49.3	5.3	265.7
<i>Permanent or casual employees—</i>									
Permanent	382.2	50.3	80.9	106.0	33.2	22.1	95.4	14.2	784.3
Casual	40.3	12.1	17.6	48.6	15.8	14.9	41.2	* 2.6	193.0
<i>Relationship in household—</i>									
Family member	330.0	52.7	75.8	122.8	38.7	28.5	106.7	14.1	769.7
Husband or wife	261.8	41.5	54.8	94.8	26.8	21.4	76.9	11.5	589.1
With dependants	151.2	27.0	34.2	63.2	14.2	14.6	43.2	6.0	353.6
Without dependants	110.7	14.6	20.6	31.7	12.6	6.8	33.6	5.5	236.0
Lone parent	16.7	* 2.2	* 4.4	7.7	4.9	* 2.6	* 3.9	* 1.0	43.3
With dependants	11.5	* 1.4	* 2.9	6.4	* 3.2	* 2.2	* 2.4	* 0.8	30.9
Without dependants	5.2	* 0.8	* 1.4	* 1.3	* 1.7	* 0.4	* 1.5	* 0.2	12.4
Dependent student	* 2.5	* 0.8	* 1.9	4.9	* 0.0	* 0.3	6.5	* 0.5	17.3
Non-dependent child	41.5	7.2	11.7	13.4	6.2	* 3.9	17.7	* 0.8	102.2
Other family member	7.5	* 0.9	* 3.1	* 2.1	* 0.8	* 0.4	* 1.7	* 0.4	16.8
Non-family member	76.1	7.9	21.4	27.3	8.9	7.8	24.0	* 1.7	175.1
Lone person	39.2	* 3.7	10.3	8.4	5.6	* 3.1	9.5	* 1.6	81.4
Not living alone	36.9	* 4.3	11.0	18.9	* 3.3	4.7	14.6	* 0.1	93.7
Family status not determined	16.5	* 1.9	* 1.3	* 4.4	* 1.4	* 0.7	5.9	* 1.0	33.0
<i>Occupation —</i>									
Managers and administrators	13.5	* 0.8	* 2.3	* 3.5	* 1.2	* 1.8	5.6	* 0.6	29.4
Professionals	16.0	* 1.9	* 3.7	5.0	* 1.6	5.0	10.5	* 1.2	44.9
Para-professionals	103.2	10.0	9.5	33.0	* 3.7	7.5	28.6	5.2	200.7
Tradespersons	38.9	8.3	16.5	13.6	14.0	* 3.7	11.0	* 1.5	107.6
Clerks	34.6	5.3	8.1	9.2	* 1.8	* 2.3	5.7	* 1.6	68.7
Salespersons and personal service workers	56.6	8.3	11.8	35.9	8.9	7.7	43.2	* 2.4	174.8
Plant and machine operators, and drivers	92.8	7.2	15.4	18.4	5.4	* 3.0	13.7	* 0.8	156.6
Labourers and related workers	66.9	20.6	31.3	36.0	12.2	6.0	18.2	* 3.6	194.8
<i>Industry—</i>									
Agriculture, forestry and fishing	* 1.7	* 0.0	* 0.2	* 0.4	* 0.0	* 0.0	* 1.0	* 0.6	* 3.9
Mining	23.8	* 3.7	* 3.4	5.4	* 0.0	* 0.0	* 1.4	* 0.2	38.0
Manufacturing	92.4	13.0	34.3	29.0	* 0.5	5.4	12.1	* 1.2	188.0
Electricity, gas and water supply	5.8	* 0.0	* 0.0	* 0.0	* 0.0	* 0.6	* 1.4	* 0.0	7.8
Construction	* 3.8	* 0.4	* 0.4	* 0.4	* 0.9	* 1.5	* 1.5	* 0.8	9.6
Wholesale trade	6.4	* 2.5	7.8	* 4.0	* 0.6	* 1.2	* 2.3	* 0.0	24.8
Retail trade	22.9	4.8	6.9	19.6	* 1.7	* 3.0	16.9	* 0.2	76.0
Accommodation, cafes and restaurants	21.9	* 3.9	7.6	23.6	17.6	* 2.1	20.9	* 0.7	98.2
Transport and storage	45.6	* 3.8	5.8	7.2	5.5	4.9	21.7	* 1.9	96.5
Communication services	13.3	* 2.5	* 2.6	* 4.3	* 0.4	* 0.8	* 1.2	* 0.0	25.1
Finance and insurance	5.4	* 0.0	* 1.4	* 0.7	* 0.3	* 0.7	* 1.2	* 0.0	9.7
Property and business services	13.8	* 2.8	6.7	7.2	5.2	* 3.3	4.8	* 1.4	45.2
Government administration and defence	6.3	* 1.2	* 0.5	* 1.9	* 0.8	* 0.4	* 2.0	* 0.3	13.4
Education	* 3.3	* 0.3	* 2.4	* 1.4	* 2.2	* 0.4	* 2.1	* 1.4	13.6
Health and community services	112.0	19.0	14.3	42.9	8.6	11.5	32.7	6.3	247.3
Cultural and recreational services	9.6	* 1.3	* 2.9	* 4.2	* 2.8	* 0.7	6.1	* 0.4	28.0
Personal and other services	34.6	* 3.3	* 1.3	* 2.2	* 1.9	* 0.7	7.2	* 1.3	52.6
<i>Trade union membership(a) —</i>									
Member of a trade union	257.6	28.9	60.9	68.2	19.7	13.4	63.3	8.7	520.8
Not a member of a trade union	159.6	32.0	36.9	84.1	28.9	21.9	72.1	7.9	443.3
Total	422.5	62.5	98.5	154.5	49.0	37.0	136.6	16.8	977.4

(a) Excludes persons for whom trade union membership information was not collected.

**TABLE 11. EMPLOYEES WHO WORK PART-TIME HOURS IN THEIR MAIN JOB: RELATIONSHIP IN HOUSEHOLD
AND MAIN REASON FOR WORKING PART-TIME HOURS IN MAIN JOB, AUGUST 1995**
(*000)

	Family member				Non-family member			
	Husband or wife		Lone parent	Total(a)	Lone person	Not living alone	Total	Total(b)
	With dependants	Without dependants						
MALES								
Main reason for working part-time hours in main job—								
Personal reasons	7.6	7.0	* 0.6	71.5	4.9	15.5	20.4	97.6
Own ill health or physical disability	* 4.0	* 2.1	* 0.0	8.0	* 1.4	* 0.5	* 1.9	9.9
Attending an educational institution	* 3.3	* 1.7	* 0.1	59.2	* 3.0	15.1	18.0	82.6
Welfare payments or pensions may be affected	* 0.2	* 3.2	* 0.5	* 4.3	* 0.4	* 0.0	* 0.4	5.1
Family reasons	* 0.7	* 0.4	* 0.0	* 1.1	* 0.0	* 0.0	* 0.0	* 1.1
Childcare	* 3.7	..	* 0.9	4.6	..	* 0.0	* 0.0	4.6
Not enough work available	22.1	15.9	* 1.1	63.7	7.4	13.9	21.3	86.9
Own choice	9.6	21.8	* 0.7	42.8	6.4	* 3.8	10.2	56.2
No other jobs available	6.7	* 4.3	* 0.0	15.8	* 2.2	* 1.8	* 4.0	20.5
Standard work arrangements or requirement of the job	10.7	13.0	* 1.5	40.4	6.3	9.3	15.6	59.2
Because of hours in other job(s)	* 1.7	* 0.6	* 0.0	* 2.6	* 0.0	* 0.0	* 0.0	* 2.7
Other reasons	* 1.0	* 1.2	* 0.0	5.9	* 1.5	* 0.5	* 2.0	7.9
Don't know	* 0.7	* 0.4	* 0.0	* 1.8	* 0.0	* 0.4	* 0.4	* 2.2
Total	64.4	64.7	4.8	250.2	28.7	45.3	74.0	338.8
FEMALES								
Main reason for working part-time hours in main job—								
Personal reasons	8.4	15.9	8.7	113.0	6.3	20.0	26.3	147.4
Own ill health, physical disability or pregnancy	* 4.0	6.1	* 1.4	14.3	* 1.4	* 0.0	* 1.4	16.5
Attending an educational institution	* 3.5	6.6	5.3	92.1	* 3.2	19.2	22.5	121.9
Welfare payments or pensions may be affected	* 1.0	* 3.3	* 2.0	6.6	* 1.6	* 0.7	* 2.4	9.0
Family reasons	20.9	* 4.3	* 3.0	28.2	* 0.0	* 0.0	* 0.0	28.2
Childcare(c)	184.5	..	25.0	209.5	..	* 0.5	* 0.5	214.6
Children too young or too old	35.0	..	* 4.1	39.0	..	* 0.0	* 0.0	39.8
Prefer to look after children	140.2	..	16.3	156.5	..	* 0.4	* 0.4	160.3
Not enough work available	61.3	46.9	23.8	162.9	12.6	14.2	26.8	196.3
Own choice	171.2	111.4	15.1	310.2	12.8	10.3	23.1	347.6
No other jobs available	6.9	6.3	* 3.5	24.3	* 2.3	* 2.7	4.9	30.9
Standard work arrangements or requirement of the job	94.7	55.1	17.6	188.5	9.0	9.8	18.8	217.1
Because of hours in other job(s)	* 3.6	* 1.6	* 0.2	6.1	* 0.4	* 0.0	* 0.4	6.5
Other reasons	* 4.0	* 2.6	* 1.8	9.8	* 0.5	* 1.4	* 2.0	11.9
Don't know	6.1	5.3	* 0.6	13.2	* 0.6	* 0.2	* 0.8	14.1
Total	561.7	249.5	99.2	1,065.7	44.4	59.0	103.5	1,214.6
PERSONS								
Main reason for working part-time hours in main job—								
Personal reasons	16.0	22.9	9.3	184.5	11.2	35.5	46.7	245.0
Own ill health, physical disability or pregnancy	8.0	8.1	* 1.4	22.3	* 2.9	* 0.5	* 3.4	26.4
Attending an educational institution	6.8	8.3	5.4	151.3	6.2	34.3	40.5	204.5
Welfare payments or pensions may be affected	* 1.1	6.5	* 2.5	10.9	* 2.0	* 0.7	* 2.8	14.1
Family reasons	21.6	4.7	* 3.0	29.3	* 0.0	* 0.0	* 0.0	29.3
Childcare(c)	188.2	..	25.9	214.1	..	* 0.5	* 0.5	219.2
Children too young or too old	35.0	..	* 4.1	39.0	..	* 0.0	* 0.0	39.8
Prefer to look after children	143.2	..	17.2	160.4	..	* 0.4	* 0.4	164.2
Not enough work available	83.4	62.9	24.9	226.6	20.1	28.0	48.1	283.3
Own choice	180.8	133.2	15.9	353.0	19.2	14.1	33.3	403.8
No other jobs available	13.7	10.6	* 3.5	40.1	* 4.5	* 4.5	9.0	51.4
Standard work arrangements or requirement of the job	105.4	68.1	19.1	229.0	15.3	19.1	34.4	276.3
Because of hours in other job(s)	5.3	* 2.2	* 0.2	8.7	* 0.4	* 0.0	* 0.4	9.2
Other reasons	5.0	* 3.8	* 1.8	15.7	* 2.0	* 2.0	* 4.0	19.8
Don't know	6.8	5.7	* 0.6	15.0	* 0.6	* 0.6	* 1.2	16.3
Total	626.1	314.2	104.0	1,315.9	73.2	104.3	177.5	1,553.4

(a) Includes dependent students, non-dependent children and other family persons. (b) Includes family status not determined. (c) Includes 'Unable to find suitable childcare', 'Cost, or too expensive' and 'Other childcare reasons'.

**TABLE 12. EMPLOYEES WITH CHILDREN AGED UNDER 12 YEARS: FULL-TIME AND PART-TIME EMPLOYEES
IN MAIN JOB, WHETHER USED FORMAL CHILDCARE IN THE LAST FOUR WEEKS,
SELECTED WORKING ARRANGEMENTS, SECTOR OF MAIN JOB AND
WEEKLY EARNINGS IN MAIN JOB, AUGUST 1995**

	<i>Used formal childcare</i>			<i>Total(a)</i>			<i>Proportion using formal childcare</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
FULL-TIME EMPLOYEES									
	—'000—						—percent—		
<i>Whether start and finish times are fixed—</i>									
Start and finish times are not fixed	147.5	39.7	187.2	457.3	96.8	554.1	32.3	41.0	33.8
Variable daily	99.9	31.5	131.4	308.5	73.7	382.2	32.4	42.7	34.4
Not variable daily	47.6	8.2	55.8	148.8	23.1	171.9	32.0	35.4	32.5
Start and finish times are fixed	163.5	78.8	242.2	569.0	204.0	773.0	28.7	38.6	31.3
Times were negotiated with employer	34.4	23.1	57.5	110.3	47.2	157.5	31.2	48.9	36.5
Times were not negotiated with employer	129.1	55.7	184.8	458.7	156.8	615.5	28.1	35.5	30.0
<i>Whether able to work extra hours in order to take time off—</i>									
Able to work extra hours	137.0	59.1	196.1	430.5	132.6	563.1	31.8	44.5	34.8
Unable to work extra hours	174.0	59.4	233.4	595.7	168.2	763.9	29.2	35.3	30.5
<i>Whether entitled to a rostered day off—</i>									
Entitled to a rostered day off	102.1	33.2	135.3	350.8	87.1	437.9	29.1	38.1	30.9
Not entitled to a rostered day off	208.9	85.2	294.1	675.4	213.7	889.1	30.9	39.9	33.1
<i>Sector—</i>									
Public	95.4	47.1	142.5	270.5	107.8	378.3	35.3	43.7	37.7
Private	215.6	71.3	286.9	755.7	193.0	948.8	28.5	36.9	30.0
<i>Weekly earnings in main job(\$)—</i>									
Under 160	* 0.6	* 0.9	* 1.5	6.6	* 4.2	10.8	* 8.4	* 21.6	* 13.6
160 and under 320	6.6	5.3	12.0	30.2	19.4	49.6	21.9	27.5	24.1
320 " 480	45.7	29.9	75.6	183.6	91.6	275.2	24.9	32.6	27.5
480 " 640	72.0	36.9	108.9	270.2	91.2	361.4	26.7	40.5	30.1
640 " 800	73.2	23.1	96.3	211.8	54.2	266.0	34.6	42.6	36.2
800 and over	112.8	22.3	135.1	323.8	40.1	364.0	34.8	55.5	37.1
<i>Total</i>	<i>311.0</i>	<i>118.4</i>	<i>429.4</i>	<i>1,026.3</i>	<i>300.8</i>	<i>1,327.1</i>	<i>30.3</i>	<i>39.4</i>	<i>32.4</i>
PART-TIME EMPLOYEES									
	—'000—						—percent—		
<i>Whether start and finish times are fixed—</i>									
Start and finish times are not fixed	5.4	59.8	65.2	22.8	174.6	197.5	23.8	34.2	33.0
Variable daily	* 2.7	38.8	41.5	9.7	109.1	118.8	* 27.4	35.6	34.9
Not variable daily	* 2.8	20.9	23.7	13.2	65.5	78.7	* 21.1	32.0	30.1
Start and finish times are fixed	8.1	100.6	108.7	33.1	305.2	338.3	24.5	33.0	32.1
Times were negotiated with employer	* 1.6	39.0	40.6	5.7	110.2	115.9	* 28.1	35.4	35.0
Times were not negotiated with employer	6.5	61.6	68.1	27.4	195.0	222.4	23.7	31.6	30.6
<i>Whether able to work extra hours in order to take time off—</i>									
Able to work extra hours	* 3.2	62.1	65.4	11.9	163.5	175.4	* 27.2	38.0	37.0
Unable to work extra hours	10.3	98.2	108.5	44.1	316.3	360.4	23.4	31.0	30.0
<i>Whether entitled to a rostered day off—</i>									
Entitled to a rostered day off	* 0.0	5.7	5.7	* 3.5	19.6	23.2	* 0.0	28.8	24.4
Not entitled to a rostered day off	13.5	154.7	168.2	52.4	460.2	512.6	25.8	33.6	32.8
<i>Sector—</i>									
Public	4.6	44.0	48.5	9.4	115.8	125.2	48.9	38.0	38.8
Private	9.0	116.4	125.3	46.6	364.0	410.6	19.2	32.0	30.5
<i>Weekly earnings in main job(\$)—</i>									
Under 160	* 2.8	40.5	43.3	16.6	145.3	161.9	* 17.0	27.9	26.8
160 and under 320	* 4.3	65.3	69.6	15.5	198.0	213.5	* 27.6	33.0	32.6
320 " 480	* 3.5	38.1	41.6	14.8	94.7	109.5	* 23.6	40.3	38.0
480 " 640	* 1.7	10.6	12.3	4.6	27.6	32.2	* 36.9	38.4	38.2
640 " 800	* 0.8	* 3.5	* 4.3	* 2.3	9.3	11.5	* 34.5	* 38.3	* 37.6
800 and over	* 0.5	* 2.2	* 2.7	* 2.2	5.0	7.2	* 21.6	* 44.8	* 37.6
<i>Total</i>	<i>13.5</i>	<i>160.3</i>	<i>173.9</i>	<i>56.0</i>	<i>479.8</i>	<i>535.8</i>	<i>24.2</i>	<i>33.4</i>	<i>32.5</i>

**TABLE 12. EMPLOYEES WITH CHILDREN AGED UNDER 12 YEARS: FULL-TIME AND PART-TIME EMPLOYEES
IN MAIN JOB, WHETHER USED FORMAL CHILDCARE IN THE LAST FOUR WEEKS,
SELECTED WORKING ARRANGEMENTS, SECTOR OF MAIN JOB AND
WEEKLY EARNINGS IN MAIN JOB, AUGUST 1995—continued**

	<i>Used formal childcare</i>			<i>Total(a)</i>			<i>Proportion using formal childcare</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
TOTAL									
	—'000—			—percent—					
<i>Whether start and finish times are fixed—</i>									
Start and finish times are not fixed	153.0	99.5	252.4	480.1	271.5	751.5	31.9	36.6	33.6
Variable daily	102.6	70.3	172.9	318.2	182.8	501.0	32.2	38.5	34.5
Not variable daily	50.4	29.1	79.5	161.9	88.6	250.6	31.1	32.9	31.7
Start and finish times are fixed	171.6	179.3	350.9	602.1	509.2	1,111.3	28.5	35.2	31.6
Times were negotiated with employer	36.0	62.0	98.1	116.1	157.3	273.4	31.0	39.4	35.9
Times were not negotiated with employer	135.6	117.3	252.8	486.1	351.9	837.9	27.9	33.3	30.2
<i>Whether able to work extra hours in order to take time off—</i>									
Able to work extra hours	140.2	121.2	261.4	442.4	296.1	738.5	31.7	40.9	35.4
Unable to work extra hours	184.3	157.6	341.9	639.8	484.5	1,124.3	28.8	32.5	30.4
<i>Whether entitled to a rostered day off —</i>									
Entitled to a rostered day off	102.1	38.9	141.0	354.4	106.7	461.1	28.8	36.4	30.6
Not entitled to a rostered day off	222.4	239.9	462.3	727.9	673.9	1,401.8	30.6	35.6	33.0
<i>Sector—</i>									
Public	100.0	91.1	191.1	279.9	223.6	503.5	35.7	40.7	37.9
Private	224.6	187.7	412.3	802.3	557.1	1,359.4	28.0	33.7	30.3
<i>Weekly earnings in main job (\$) —</i>									
Under 160	* 3.4	41.4	44.8	23.3	149.5	172.7	* 14.6	27.7	25.9
160 and under 320	10.9	70.6	81.5	45.7	217.4	263.1	23.9	32.5	31.0
320 " 480	49.2	68.0	117.2	198.4	186.3	384.7	24.8	36.5	30.5
480 " 640	73.7	47.6	121.2	274.8	118.9	393.6	26.8	40.0	30.8
640 " 800	74.0	26.7	100.7	214.0	63.5	277.5	34.6	42.0	36.3
800 and over	113.3	24.5	137.8	326.1	45.1	371.2	34.8	54.3	37.1
Total	324.5	278.8	603.3	1,082.2	780.6	1,862.9	30.0	35.7	32.4

(a) Includes persons who did not use formal childcare and those whose use of formal childcare could not be determined.

TABLE 13. EMPLOYEES WHO HAD AN ABSENCE FROM THEIR MAIN JOB OF AT LEAST THREE HOURS IN THE PREVIOUS TWO WEEKS: MAIN REASON FOR MOST RECENT ABSENCE AND TYPE OF LEAVE TAKEN FOR MOST RECENT ABSENCE, AUGUST 1993 AND AUGUST 1995

	August 1993(a)			August 1995			Proportion of employees at August 1995		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
	— '000 —						— per cent —		
<i>Main reason for most recent absence —</i>									
Personal reasons	484.2	408.8	893.0	566.0	488.7	1,054.7	85.0	85.7	85.3
Recreational purposes	128.5	101.1	229.6	156.7	119.2	275.9	23.5	20.9	22.3
Attending a medical or dental appointment	17.1	12.2	29.3	23.7	15.1	38.8	3.6	2.6	3.1
Own ill health, physical disability or pregnancy	275.4	251.1	526.4	320.8	303.5	624.3	48.2	53.2	50.5
Attending a funeral or death in family	18.0	15.9	33.9	20.2	17.4	37.6	3.0	3.1	3.0
Attending an educational institution, study or exams	15.4	10.2	25.6	13.1	12.6	25.7	2.0	2.2	2.1
Home maintenance or housework	*2.3	*1.9	*4.2	*3.6	*1.5	5.2	*0.5	*0.3	0.4
Other personal reasons	27.6	16.4	44.0	27.9	19.4	47.3	4.2	3.4	3.8
Family reasons	35.3	36.5	71.8	40.1	52.1	92.2	6.0	9.1	7.5
Caring for aged, ill or disabled person	10.4	6.5	16.9	13.9	9.4	23.3	2.1	1.7	1.9
Child-related reasons	11.2	20.9	32.0	14.4	36.2	50.6	2.2	6.3	4.1
Other family reasons	13.7	9.1	22.8	11.8	6.5	18.3	1.8	1.1	1.5
No particular reason	*4.3	*3.1	7.4	5.1	*3.5	8.6	0.8	*0.6	0.7
Work related reason	40.0	22.3	62.3	42.5	18.3	60.9	6.4	3.2	4.9
Other reason	27.8	17.3	45.1	12.3	7.4	19.7	1.8	1.3	1.6
<i>Type of leave taken for most recent absence —</i>									
Holiday leave	154.0	116.4	270.2	168.3	112.1	280.5	25.3	19.7	22.7
Study leave or examination leave	16.6	11.2	27.9	14.8	15.6	30.4	2.2	2.7	2.5
Sick leave	298.5	255.0	553.5	343.0	308.9	651.9	51.5	54.2	52.7
Long service leave	*4.4	3.2	7.6	6.9	9.4	16.4	1.0	1.6	1.3
Bereavement leave	11.2	10.3	21.5	14.1	14.4	28.6	2.1	2.5	2.3
Maternity, paternity or parental leave	*4.7	12.4	17.1	6.8	92.4	26.2	1.0	3.4	2.1
More than one type of leave	*2.3	*2.8	5.2	*2.8	*1.9	*4.6	*0.4	*0.3	0.4
Unapproved leave	18.6	16.6	35.1	19.7	15.1	34.7	3.0	2.6	2.8
Other leave	31.5	60.0	141.6	89.6	73.3	162.9	13.5	12.9	13.2
<i>Whether on paid leave for most recent absence —</i>									
Paid	464.8	349.2	814.0	513.7	400.8	914.5	77.1	70.3	74.0
Unpaid	118.2	123.7	241.9	137.5	155.7	293.3	20.7	27.3	23.7
Both	*1.9	6.7	8.6	5.6	5.6	11.2	0.8	1.0	0.9
Don't know	6.7	8.4	15.1	9.2	8.0	17.2	1.4	1.4	1.4
<i>Number of whole days off work in the last two weeks—</i>									
One or more whole days off	505.1	428.8	933.9	590.7	518.1	1,108.8	88.7	90.9	89.7
1 whole day	240.9	218.9	459.8	271.2	245.8	517.0	40.7	43.1	41.8
2 whole days	92.2	72.6	164.8	102.4	89.8	192.2	15.4	15.7	15.5
3 — 5 whole days	107.7	89.8	197.4	128.7	104.0	232.8	19.3	18.2	18.8
6 — 9 whole days	30.1	23.3	53.4	34.1	26.7	60.8	5.1	4.7	4.9
10 or more whole days	34.1	24.2	58.4	54.3	51.8	106.1	8.2	9.1	8.6
Absent for whole period	19.3	20.6	39.8	26.1	38.4	74.6	5.4	6.7	6.0
Only part days off	141.7	120.7	262.4	75.3	52.0	127.3	11.3	9.1	10.3
Total	591.6	488.0	1,079.6	666.0	570.1	1,236.2	100.0	100.0	100.0

(a) Revised to exclude persons still at school.

TABLE 14. EMPLOYEES: FULL-TIME AND PART-TIME EMPLOYEES IN MAIN JOB, WHETHER HAD ANY CHILDREN AGED UNDER 12 YEARS, WHETHER HAD AN ABSENCE FROM MAIN JOB IN THE LAST TWO WEEKS AND DETAILS OF ABSENCE, AUGUST 1995
(^{'000})

	<i>Had children aged under 12 years</i>			<i>Did not have children aged under 12 years</i>			<i>Total</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
FULL-TIME EMPLOYEES									
<i>Main reason for most recent absence —</i>									
Had an absence in the last two weeks	193.6	73.2	266.8	429.6	312.6	742.2	623.2	385.9	1,009.1
Personal reasons	155.7	56.4	212.1	375.7	288.5	664.2	531.4	344.9	876.3
Recreational purposes	40.3	8.1	48.4	107.9	73.5	181.4	148.2	81.6	229.8
Attending a medical or dental appointment	5.7	* 1.3	7.0	16.4	9.7	26.2	22.1	11.0	33.2
Own ill health, physical disability or pregnancy	93.2	40.7	133.9	209.0	175.8	384.8	302.2	216.5	518.7
Attending a funeral or death in family	6.5	* 2.6	9.1	12.9	10.9	23.8	19.3	13.5	32.8
Attending an educational institution study or exams	* 2.2	* 0.2	* 2.4	9.7	8.7	18.4	12.0	8.9	20.9
Home maintenance or housework	* 1.6	* 0.3	* 1.9	* 1.8	* 1.2	* 3.0	* 3.5	* 1.5	5.0
Other personal reasons	6.1	* 3.2	9.4	17.9	8.7	26.6	24.1	11.9	36.0
Family reasons	22.9	14.0	36.8	15.8	9.8	25.6	38.6	23.8	62.4
Caring for aged, ill or disabled person	5.6	* 0.7	6.3	7.3	* 3.4	10.7	13.0	* 4.1	17.0
Child-related reasons	11.2	11.8	23.0	* 2.9	* 3.9	6.9	14.2	15.7	29.9
Other family reasons	6.0	* 1.5	7.5	5.5	* 2.5	8.0	11.5	* 4.0	15.5
No particular reason	* 0.4	* 0.0	* 0.4	* 4.2	* 1.8	6.1	4.7	* 1.8	6.5
Work related reason	12.2	* 1.2	13.4	24.8	9.1	33.9	37.0	10.2	47.2
Other reason	* 2.5	* 1.6	* 4.1	9.0	* 3.5	12.5	11.5	5.1	16.6
Did not have an absence in the last two weeks	832.7	227.6	1,060.2	1,879.7	1,154.8	3,034.5	2,712.4	1,382.4	4,094.8
<i>Type of leave taken for most recent absence—</i>									
Had an absence in the last two weeks	193.6	73.2	266.8	429.6	312.6	742.2	623.2	385.9	1,009.1
Holiday leave	48.6	8.4	57.0	113.4	74.1	187.4	162.0	82.4	244.5
Study leave, examination leave	* 2.5	* 0.3	* 2.8	10.9	10.0	20.9	13.4	10.3	23.7
Sick leave	105.4	41.7	147.1	220.2	179.1	399.3	325.7	220.8	546.4
Long service leave	* 1.7	* 2.6	* 4.3	5.2	5.2	10.5	6.9	7.8	14.8
Bereavement leave	5.0	* 1.5	6.4	8.6	8.9	17.5	13.6	10.4	24.0
Maternity, paternity and parental leave	4.9	8.1	13.0	* 1.8	* 2.5	* 4.2	6.6	10.6	17.3
More than one type of leave	* 0.8	* 0.2	* 0.9	* 2.0	* 1.1	* 3.1	* 2.8	* 1.2	* 4.0
Unapproved leave	5.6	* 2.4	8.0	10.8	5.1	15.9	16.4	7.5	23.9
Other leave	19.2	8.1	27.2	56.6	26.7	83.3	75.8	34.8	110.6
Did not have an absence in the last two weeks	832.7	227.6	1,060.2	1,879.7	1,154.8	3,034.5	2,712.4	1,382.4	4,094.8
<i>Whether paid or unpaid leave for most recent absence —</i>									
Had an absence in the last two weeks	193.6	73.2	266.8	429.6	312.6	742.2	623.2	385.9	1,009.1
Paid	161.5	59.2	220.7	340.5	265.2	605.6	501.9	324.4	826.3
Unpaid	26.9	12.5	39.4	80.2	39.7	120.0	107.2	52.3	159.4
Both	* 1.6	* 1.3	* 3.0	* 3.9	* 2.9	6.9	5.6	* 4.2	9.8
Don't know	* 3.5	* 0.2	* 3.7	5.0	4.8	9.8	8.5	5.0	13.5
Did not have an absence in the last two weeks	832.7	227.6	1,060.2	1,879.7	1,154.8	3,034.5	2,712.4	1,382.4	4,094.8
<i>Number of days absent in the last two weeks—</i>									
Had an absence in the last two weeks	193.6	73.2	266.8	429.6	312.6	742.2	623.2	385.9	1,009.1
One or more whole days off(a)	174.0	66.9	240.9	378.7	278.6	657.3	552.7	345.5	898.3
1 whole day	86.7	34.3	121.0	166.4	127.4	293.8	253.2	161.7	414.8
2 whole days	29.9	9.4	39.3	64.3	46.6	110.9	94.2	56.0	150.2
3 — 5 whole days	34.5	10.5	45.0	85.4	59.5	144.9	119.9	70.0	189.9
6 — 9 whole days	10.1	* 1.8	11.9	22.2	17.9	40.1	32.3	19.7	52.0
10 or more whole days	12.7	11.0	23.8	40.5	27.2	67.6	53.2	38.2	91.4
Absent for whole period	7.2	10.3	17.5	27.9	17.4	45.3	35.1	27.7	62.8
Only part days off	19.6	6.3	25.9	50.9	34.0	84.9	70.5	40.3	110.8
Did not have an absence in the last two weeks	832.7	227.6	1,060.2	1,879.7	1,154.8	3,034.5	2,712.4	1,382.4	4,094.8
<i>Total</i>	<i>1,026.3</i>	<i>300.8</i>	<i>1,327.1</i>	<i>2,309.3</i>	<i>1,467.5</i>	<i>3,776.8</i>	<i>3,335.6</i>	<i>1,768.3</i>	<i>5,103.8</i>

TABLE 14. EMPLOYEES: FULL-TIME AND PART-TIME EMPLOYEES IN MAIN JOB, WHETHER
HAD ANY CHILDREN AGED UNDER 12 YEARS, WHETHER HAD AN ABSENCE FROM
MAIN JOB IN THE LAST TWO WEEKS AND DETAILS OF ABSENCE, AUGUST 1995
(*000)—continued

	Had children aged under 12 years			Did not have children aged under 12 years			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
PART-TIME EMPLOYEES									
<i>Main reason for most recent absence —</i>									
Had an absence in the last two weeks	6.0	79.8	85.8	36.8	104.5	141.4	42.8	184.3	227.1
Personal reasons	* 4.4	53.5	57.9	30.3	90.3	120.6	34.6	143.8	178.5
Recreational purposes	* 1.0	13.1	14.1	7.5	24.5	32.1	8.5	37.6	46.1
Attending a medical or dental appointment	* 0.8	* 1.2	* 1.9	* 0.8	* 2.9	* 3.7	* 1.6	* 4.1	5.7
Own ill health, physical disability or pregnancy	* 1.6	34.7	36.3	16.9	52.3	69.2	18.5	87.0	105.5
Attending a funeral or death in family	* 0.5	* 1.7	* 2.2	* 0.3	* 2.2	* 2.5	* 0.8	* 3.9	4.7
Attending an educational institution study or exams	* 0.0	* 0.7	* 0.7	* 1.1	* 3.1	* 4.2	* 1.1	* 3.8	4.9
Home maintenance or housework	* 0.0	* 0.0	* 0.0	* 0.2	* 0.0	* 0.2	* 0.2	* 0.0	* 0.2
Other personal reasons	* 0.5	* 2.1	* 2.6	* 3.4	5.3	8.7	* 3.9	7.5	11.3
Family reasons	* 0.5	22.0	22.5	* 0.9	6.4	7.3	* 1.4	28.4	29.8
Caring for aged, ill or disabled person	* 0.2	* 2.8	* 3.0	* 0.7	* 2.5	* 3.2	* 0.9	5.3	6.2
Child-related reasons	* 0.3	18.1	18.4	* 0.0	* 2.3	* 2.3	* 0.3	20.5	20.8
Other family reasons	* 0.0	* 1.1	* 1.1	* 0.2	* 1.5	* 1.8	* 0.2	* 2.6	* 2.8
No particular reason	* 0.0	* 0.4	* 0.4	* 0.5	* 1.2	* 1.7	* 0.5	* 1.7	* 2.1
Work related reason	* 1.2	* 2.7	* 3.8	* 4.3	5.4	9.8	5.5	8.1	13.6
Other reason	* 0.0	* 1.1	* 1.1	* 0.8	* 1.2	* 2.0	* 0.8	* 2.3	* 3.1
Did not have an absence in the last two weeks	50.0	400.1	450.0	266.2	642.8	909.0	316.2	1,042.9	1,359.0
<i>Type of leave taken for most recent absence —</i>									
Had an absence in the last two weeks	6.0	79.8	85.8	36.8	104.5	141.4	42.8	184.3	227.1
Holiday leave	* 0.8	11.5	12.3	5.5	18.2	23.8	6.3	29.7	36.0
Study leave, examination leave	* 0.3	* 1.1	* 1.3	* 1.1	* 4.3	5.4	* 1.4	5.4	6.7
Sick leave	* 1.2	37.2	38.3	16.1	51.0	67.1	17.3	88.1	105.4
Long service leave	* 0.0	* 0.6	* 0.6	* 0.0	* 1.0	* 1.0	* 0.0	* 1.6	* 1.6
Bereavement leave	* 0.3	* 1.7	* 2.0	* 0.3	* 2.3	* 2.6	* 0.6	* 4.0	4.6
Maternity, paternity and parental leave	* 0.2	7.8	8.0	* 0.0	* 1.0	* 1.0	* 0.2	8.8	9.0
More than one type of leave	* 0.0	* 0.4	* 0.4	* 0.0	* 0.2	* 0.2	* 0.0	* 0.6	* 0.6
Unapproved leave	* 0.1	* 4.3	* 4.4	* 3.1	* 3.2	6.4	* 3.2	7.6	10.8
Other leave	* 3.2	15.2	18.4	10.6	23.3	34.0	13.8	38.6	52.4
Did not have an absence in the last two weeks	50.0	400.1	450.0	266.2	642.8	909.0	316.2	1,042.9	1,359.0
<i>Whether paid or unpaid leave for most recent absence —</i>									
Had an absence in the last two weeks	6.0	79.8	85.8	36.8	104.5	141.4	42.8	184.3	227.1
Paid	* 1.4	37.3	38.7	10.4	39.1	49.5	11.7	76.4	88.2
Unpaid	4.6	41.3	45.9	25.8	62.2	88.0	30.4	103.5	133.9
Both	* 0.0	* 0.7	* 0.7	* 0.0	* 0.7	* 0.7	* 0.0	* 1.4	* 1.4
Don't know	* 0.0	* 0.5	* 0.5	* 0.7	* 2.5	* 3.2	* 0.7	* 3.0	* 3.7
Did not have an absence in the last two weeks	50.0	400.1	450.0	266.2	642.8	909.0	316.2	1,042.9	1,359.0
<i>Number of days absent in the last two weeks—</i>									
Had an absence in the last two weeks	6.0	79.8	85.8	36.8	104.5	141.4	42.8	184.3	227.1
One or more whole days off(a)	5.4	76.1	81.4	32.6	96.5	129.1	38.0	172.6	211.1
1 whole day	* 1.8	40.9	42.6	16.3	43.2	59.5	18.1	84.1	102.3
2 whole days	* 0.9	10.6	11.5	7.3	23.2	30.5	8.2	33.8	42.0
3 — 5 whole days	* 2.3	15.9	18.1	6.6	18.2	24.7	8.8	34.0	42.9
6 — 9 whole days	* 0.0	* 2.6	* 2.6	* 1.8	* 4.4	6.2	* 1.8	7.0	8.8
10 or more whole days	* 0.4	6.2	6.6	* 0.7	7.5	8.2	* 1.1	13.6	14.7
Absent for whole period	* 0.4	* 4.5	4.9	* 0.6	6.2	6.9	* 1.0	10.7	11.8
Only part days off	* 0.6	* 3.7	* 4.3	* 4.2	8.0	12.2	4.8	11.7	16.6
Did not have an absence in the last two weeks	50.0	400.1	450.0	266.2	642.8	909.0	316.2	1,042.9	1,359.0
Total	56.0	479.8	535.8	303.0	747.3	1,050.4	359.0	1,227.2	1,586.2

**TABLE 14. EMPLOYEES: FULL-TIME AND PART-TIME EMPLOYEES IN MAIN JOB, WHETHER
HAD ANY CHILDREN AGED UNDER 12 YEARS, WHETHER HAD AN ABSENCE FROM
MAIN JOB IN THE LAST TWO WEEKS AND DETAILS OF ABSENCE, AUGUST 1995**
(^{'000})—continued

	Had children aged under 12 years			Did not have children aged under 12 years			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
TOTAL									
<i>Main reason for most recent absence —</i>									
Had an absence in the last two weeks	199.6	153.0	352.6	466.4	417.2	883.6	666.0	570.1	1,236.2
Personal reasons	160.0	109.9	269.9	406.0	378.8	784.8	566.0	488.7	1,054.7
Recreational purposes	41.2	21.2	62.5	115.4	98.0	213.5	156.7	119.2	275.9
Attending a medical or dental appointment	6.4	* 2.5	8.9	17.3	12.6	29.9	23.7	15.1	38.8
Own ill health, physical disability or pregnancy	94.9	75.4	170.3	225.9	228.1	454.0	320.8	303.5	624.3
Attending a funeral or death in family	7.0	* 4.3	11.3	13.2	13.1	26.3	20.2	17.4	37.6
Attending an educational institution study or exams	* 2.2	* 0.9	* 3.1	10.9	11.8	22.6	13.1	12.6	25.7
Home maintenance or housework	* 1.6	* 0.3	* 1.9	* 2.0	* 1.2	* 3.2	* 3.6	* 1.5	5.2
Other personal reasons	6.6	5.4	12.0	21.3	14.0	35.3	27.9	19.4	47.3
Family reasons	23.3	36.0	59.3	16.7	16.2	32.9	40.1	52.1	92.2
Caring for aged, ill or disabled person	5.8	* 3.5	9.3	8.0	5.9	13.9	13.9	9.4	23.3
Child-related reasons	11.5	29.9	41.4	* 2.9	6.3	9.2	14.4	36.2	50.6
Other family reasons	6.0	* 2.5	8.5	5.7	* 4.0	9.7	11.7	6.5	18.3
No particular reason	* 0.4	* 0.4	* 0.9	4.7	* 3.1	7.8	5.1	* 3.5	8.6
Work related reason	13.4	* 3.8	17.2	29.2	14.5	43.7	42.5	18.3	60.9
Other reason	* 2.5	* 2.8	5.2	9.8	4.7	14.5	12.3	7.4	19.7
Did not have an absence in the last two weeks	882.6	627.7	1,510.3	2,145.9	1,797.6	3,943.5	3,028.5	2,425.3	5,453.8
<i>Type of leave taken for most recent absence—</i>									
Had an absence in the last two weeks	199.6	153.0	352.6	466.4	417.2	883.6	666.0	570.1	1,236.2
Holiday leave	49.4	19.9	69.3	118.9	92.3	211.2	168.3	112.1	280.5
Study leave, examination leave	* 2.7	* 1.4	* 4.1	12.0	14.3	26.3	14.8	15.6	30.4
Sick leave	106.6	78.8	185.4	236.3	230.1	466.4	343.0	308.9	651.9
Long service leave	* 1.7	* 3.2	4.9	5.2	6.2	11.4	6.9	9.4	16.4
Bereavement leave	5.2	* 3.2	8.4	8.9	11.2	20.1	14.1	14.4	28.6
Maternity, paternity and parental leave	5.1	15.9	21.0	* 1.8	* 3.4	5.2	6.8	19.4	26.2
More than one type of leave	* 0.8	* 0.6	* 1.3	* 2.0	* 1.3	* 3.3	* 2.8	* 1.9	4.6
Unapproved leave	5.7	6.7	12.4	14.0	8.3	22.3	19.7	15.1	34.7
Other leave	22.3	23.3	45.7	67.2	50.0	117.3	89.6	73.3	162.9
Did not have an absence in the last two weeks	882.6	627.7	1,510.3	2,145.9	1,797.6	3,943.5	3,028.5	2,425.3	5,453.8
<i>Whether paid or unpaid leave for most recent absence —</i>									
Had an absence in the last two weeks	199.6	153.0	352.6	466.4	417.2	883.6	666.0	570.1	1,236.2
Paid	162.9	96.5	259.4	350.8	304.3	655.1	513.7	400.8	914.5
Unpaid	31.6	53.8	85.3	106.0	102.0	208.0	137.5	155.7	293.3
Both	* 1.6	* 2.0	* 3.7	* 3.9	* 3.6	7.6	5.6	5.6	11.2
Don't know	* 3.5	* 0.7	* 4.2	5.7	7.3	13.0	9.2	8.0	17.2
Did not have an absence in the last two weeks	882.6	627.7	1,510.3	2,145.9	1,797.6	3,943.5	3,028.5	2,425.3	5,453.8
<i>Number of days absent in the last two weeks—</i>									
Had an absence in the last two weeks	199.6	153.0	352.6	466.4	417.2	883.6	666.0	570.1	1,236.2
One or more whole days off(a)	179.4	143.0	322.4	411.4	375.1	786.5	590.7	518.1	1,108.8
1 whole day	88.5	75.1	163.6	182.7	170.7	353.4	271.2	245.8	517.0
2 whole days	30.8	20.0	50.8	71.6	69.8	141.4	102.4	89.8	192.2
3 — 5 whole days	36.8	26.3	63.1	91.9	77.7	169.6	128.7	104.0	232.8
6 — 9 whole days	10.1	* 4.4	14.5	24.0	22.3	46.3	34.1	26.7	60.8
10 or more whole days	13.1	17.2	30.3	41.2	34.6	75.8	54.3	51.8	106.1
Absent for whole period	7.6	14.8	22.4	28.5	23.6	52.2	36.1	38.4	74.6
Only part days off	20.2	10.0	30.2	55.1	42.1	97.1	75.3	52.0	127.3
Did not have an absence in the last two weeks	882.6	627.7	1,510.3	2,145.9	1,797.6	3,943.5	3,028.5	2,425.3	5,453.8
Total	1,082.2	780.6	1,862.9	2,612.3	2,214.8	4,827.1	3,694.6	2,995.4	6,690.0

(a) Persons who had a part day absence in addition to one or more whole days absent, were categorised by the number of whole days absent.

TABLE 15. POPULATIONS BY STATE OR TERRITORY OF USUAL RESIDENCE, AUGUST 1995
(^{'000})

	<i>New South Wales</i>	<i>Victoria</i>	<i>Queensland</i>	<i>South Australia</i>	<i>Western Australia</i>	<i>Tasmania</i>	<i>Northern Territory</i>	<i>Australian Capital Territory</i>	<i>Australia</i>
MALES									
<i>Population 1:</i> Employees in main job	1,266.6	928.9	660.7	283.9	358.9	87.5	36.7	71.4	3,694.6
<i>Population 2:</i> Employees who work part-time hours in their main job	108.3	90.7	59.1	28.2	34.0	7.8	2.5	8.1	338.8
<i>Population 3:</i> Employees entitled to a rostered day off in their main job	455.6	304.8	200.8	97.1	98.1	25.7	8.8	14.3	1,205.3
<i>Population 4:</i> Employees who usually work overtime in their main job	512.4	419.8	280.7	124.4	157.3	35.9	19.1	32.8	1,582.3
<i>Population 5:</i> Employees who worked shift work in their main job in the last four weeks	200.2	137.7	106.9	42.7	58.3	13.0	6.1	6.5	571.5
<i>Population 6:</i> Employees in main job with children aged under 12 years	372.3	269.2	198.6	81.5	102.6	28.0	8.4	21.5	1,082.2
<i>Population 7:</i> Employees who had an absence from their main job of at least three hours in the last two weeks	226.1	163.3	128.8	48.1	61.0	15.0	7.2	16.5	666.0

TABLE 15. POPULATIONS BY STATE OR TERRITORY OF USUAL RESIDENCE, AUGUST 1995
(⁰⁰⁰)—continued

	New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	Australia
FEMALES									
<i>Population 1:</i> Employees in main job	1,014.2	757.7	527.8	239.7	288.7	70.3	31.9	65.2	2,995.4
<i>Population 2:</i> Employees who work part-time hours in their main job	387.0	310.6	211.1	111.2	128.5	32.1	9.9	24.3	1,214.6
<i>Population 3:</i> Employees entitled to a rostered day off in their main job	212.0	140.5	92.7	39.6	58.7	13.0	4.8	7.4	568.7
<i>Population 4:</i> Employees who usually work overtime in their main job	252.1	221.1	154.9	60.1	70.2	16.6	10.1	18.8	803.9
<i>Population 5:</i> Employees who worked shift work in their main job in the last four weeks	133.8	99.0	77.9	35.8	38.6	10.9	3.0	6.9	405.9
<i>Population 6:</i> Employees in main job with children aged under 12 years	274.5	185.3	143.2	62.0	70.5	17.8	9.1	18.3	780.6
<i>Population 7:</i> Employees who had an absence from their main job of at least three hours in the last two weeks	179.0	152.6	111.8	44.2	46.0	13.6	8.4	14.6	570.1

TABLE 15. POPULATIONS BY STATE OR TERRITORY OF USUAL RESIDENCE, AUGUST 1995
(*000)—continued

	New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	Australia
PERSONS									
<i>Population 1:</i> Employees in main job	2,280.8	1,686.6	1,188.5	523.6	647.6	157.8	68.6	136.5	6,690.0 ✓
<i>Population 2:</i> Employees who work part-time hours in their main job	495.3	401.3	270.1	139.4	162.6	39.9	12.4	32.5	1,553.4
<i>Population 3:</i> Employees entitled to a rostered day off in their main job	667.6	445.3	293.6	136.6	156.9	38.7	13.6	21.8	1,774.0
<i>Population 4:</i> Employees who usually work overtime in their main job	764.5	640.9	435.6	184.5	227.5	52.4	29.2	51.6	2,386.2
<i>Population 5:</i> Employees who worked shift work in their main job in the last four weeks	334.1	236.7	184.8	78.5	97.0	23.9	9.2	13.4	977.4
<i>Population 6:</i> Employees in main job with children aged under 12 years	646.8	454.5	341.8	143.6	173.1	45.8	17.5	39.8	1,862.9
<i>Population 7:</i> Employees who had an absence from their main job of at least three hours in the last two weeks	405.2	315.9	240.6	92.3	107.0	28.6	15.6	31.0	1,236.2

EXPLANATORY NOTES

INTRODUCTION

1 The monthly population survey (which is described in *Labour Force, Australia* (6203.0)) comprises the monthly Labour Force Survey and supplementary topics. These tables contain some results of a supplementary survey run in association with the August 1995 Labour Force Survey conducted throughout Australia.

2 Of the respondents to the Labour Force Survey, those who fell within the scope of the supplementary survey were asked additional questions about the working arrangements in their main job, and about absences from that job in the two weeks before the survey.

SCOPE

3 The scope of this supplementary survey was the same as that used for the Labour Force Survey (described in full in *Labour Force, Australia* (6203.0)), except that it was restricted to persons who were employees in their main job, excluding persons still attending school and persons who worked solely for payment in kind.

COVERAGE

4 In the population survey, coverage rules are applied which aim to ensure that each person is associated with only one dwelling, and hence has only one chance of selection. See *Labour Force, Australia* (6203.0) for more details.

DEFINITIONS

5 Definitions of labour force and demographic classifications appearing in these tables are given in *Labour Force, Australia* (6203.0).

6 Unless otherwise stated, all characteristics referenced in these tables relate to the week before the interview (i.e. the reference week).

RESULTS OF THE SURVEY

7 Due to differences in the method of estimation used in this supplementary survey and that used in the Labour Force Survey, there are some small variations between estimates in these tables and those in the corresponding issue of *Labour Force, Australia* (6203.0).

8 The estimates in these tables refer to information collected in the survey month and, due to seasonal factors, may not be representative of other months of the year.

9 Results of a similar survey, conducted in August 1993, have been given in the discontinued publication *Working Arrangements, Australia* (6342.0).

10 Statistical tables formerly published in the above bulletin are now included in this Standard Data Service, available on subscription or on request. Inquiries should be made to the contact named in the Inquiries box on the Contents page.

11 A brief analysis of statistics from this survey, and a set of summary tables were published in the January 1996 issue of *Labour Force, Australia* (6203.0).

12 This survey is scheduled to be conducted next in August 1997.

CHANGES IN INDUSTRY CLASSIFICATION

13 From August 1994, industry data are classified according to the Australian and New Zealand Standard Industrial Classification (ANZSIC), a detailed description of which appears in *ANZSIC 1993* (1291.0). Like the previous Australian Standard Industrial Classification (ASIC), ANZSIC classifies businesses according to their economic activities, in a structure consisting of four levels (Division, Subdivision, Group and Class).

For further details, refer to *Labour Force, Australia* (6203.0).

CHANGES IN FAMILIES CLASSIFICATIONS

14 The *Relationship in household* classification has been introduced to align with recently established ABS standards. Most categories in the new classification remain comparable with categories in the previous classification, *Family Status*. The cases in which there are breaks in comparability are discussed in the following paragraphs.

- a *Lone parents* (previously referred to as *Sole parents*) now includes parents with non-dependent children (provided those children are without a spouse or children of their own).
- b *Dependent students* (previously *Full-time students aged 15-24*) now comprises sons or daughters (of a couple or a lone parent) aged 15 to 19 attending school or aged 15 to 24 attending a tertiary educational institution full time. Other related full-time students, who were also previously classified as *Full-time students aged 15-24* are now included in *Other family persons*.
- c *Other family persons* now comprises the (previous) groups:
 - Other family head (excluding those now counted as *Lone parents*)
 - Other related full-time students (previously classified as *Full-time students aged 15-24*) and;
 - Other relative of married couple or family head.

For further details refer to *Labour Force, Australia* (6203.0).

UNPUBLISHED STATISTICS

15 As well as the statistics included in these tables and related data services, the ABS may have other relevant unpublished data available. Inquiries should be made to the contact named in the Inquiries box on the Contents page.

DISCONTINUITIES IN THE SERIES

16 Care should be taken when comparing estimates from this survey with those obtained from the previous Working Arrangements survey. For the previous survey employees also attending school were included in the tabulations of total employees, but in the August 1995 survey those attending school were excluded.

SURVEY SAMPLE REDESIGN

17 The August 1993 survey was conducted at all dwellings selected in the Labour Force Survey. For the August 1995 survey, the sample was reduced to seven eighths of the Labour Force Survey sample, resulting in a slight increase in standard errors.

BENCHMARK REVISION

18 From February 1994, the monthly Labour Force survey and its supplementary surveys are based on population estimates from the 1991 Census of Population and Housing. While historical monthly labour force estimates were revised back to January 1989, results of supplementary surveys conducted before February 1994 were not revised and are based on population estimates from the 1986 Census of Population and Housing.

19 The change to population estimates based on the 1991 Census of Population and Housing resulted in a downward revision to the size of the in-scope civilian population aged 15 and over (the January 1994 estimate of this population was revised from 13,960,400 to 13,860,400, a downward revision of 100,000 or approximately one per cent).

20 This change in the base population estimates should be considered when comparing the results of supplementary surveys conducted before February 1994 with results of those conducted after February 1994.

RELIABILITY OF THE
ESTIMATES

RELATED SURVEYS

SYMBOLS AND OTHER
USAGES

21 Estimates in these tables are subject to sampling and non-sampling errors. For more information refer to the Technical Notes section.

22 Other supplements to the monthly Labour Force Survey which may be of interest include:

Employment Benefits, Australia (6334.0.40.001) — conducted biennially

Trade Union Members, Australia (6325.0.40.001) — conducted biennially

Career Experience, Australia (6254.0) — conducted triennially

23 Statistical tables from the above surveys are now available as a Standard Data Service by subscription or on request. Inquiries should be made to the contact in the Phone Inquiries box on the Contents page.

24 Current publications and Standard Data Services produced by the ABS are listed in the *Catalogue of Publications and Products, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Release Advice* (1105.0) which lists publications and standard data services to be released in the next few days. The Catalogue and Release Advice are available from any ABS office.

25 Because estimates have been rounded, discrepancies may occur between sums of the component items and totals.

* subject to sampling variability too high for most practical uses.
See the Technical Notes section for details.

. . . not applicable

n.a. not available

TECHNICAL NOTES

INTRODUCTION

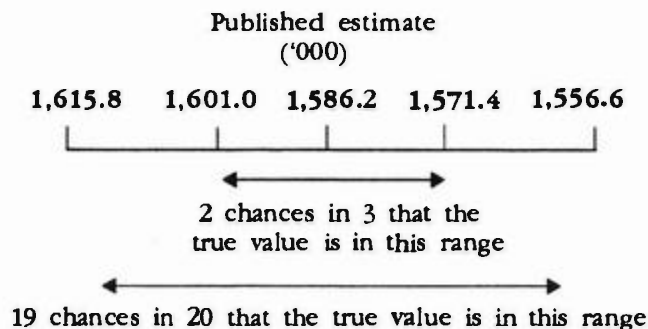
Since the estimates in these tables are based on information obtained from occupants of a sample of dwellings, they are subject to sampling variability, that is, they may differ from those that would have been produced if all dwellings had been included in the survey. One measure of the likely difference is given by the *standard error*, which indicates the extent to which an estimate might have varied by chance because only a sample of dwellings was included. There are about two chances in three that a sample estimate will differ by less than one standard error from the number that would have been obtained if all dwellings had been included, and about 19 chances in 20 that the difference will be less than two standard errors. Another measure of the likely difference is the *relative standard error*, which is obtained by expressing the standard error as a percentage of the estimate.

Space does not allow for the separate indication of the standard errors of all estimates in these tables. A table of standard errors applicable to persons estimates is given on page 44. Since they are averages based on calculations for a limited number of past surveys over a wide range of labour force characteristics these numbers will not give a precise measure of the standard error of a particular estimate but they will provide an indication of its magnitude.

CALCULATION OF STANDARD ERROR

An example of the calculation and the use of standard errors in relation to estimates of persons is as follows. Table 1 shows the estimated number of persons who in August 1995, were part-time employees in their main job was 1,586,200. Since this estimate is between 1,000,000 and 2,000,000, the table shows that the standard error for Australia will be between 12,600 and 16,300 and can be approximated by interpolation as 14,800 (rounded to the nearest 100). Therefore, there are about two chances in three that the value that would have been produced if all dwellings had been included in the survey will fall in the range 1,571,400 to 1,601,000 and about 19 chances in 20 that the value will fall within the range 1,556,600 to 1,615,800. This example is illustrated in the following diagram.

As can be seen from the standard error table, *the smaller the estimate the higher is the relative standard error*. Very small estimates are thus subject to such high standard errors (relative to the size of the estimate) as to detract seriously from their value for most reasonable uses. In these tables, only estimates with relative standard errors of 25% or less and percentages based on such estimates are considered sufficiently reliable for most purposes. However, estimates with larger relative standard errors have been included and are preceded by an asterisk (e.g. *4.5) to indicate they are subject to high standard errors and should be used with caution.



PROPORTIONS AND PERCENTAGES

Proportions and percentages formed from the ratio of two estimates are also subject to sampling errors. The size of the error depends on the accuracy of both the numerator and the denominator. A formula to approximate the relative standard error (RSE) of a proportion is:

$$RSE (x/y) = \sqrt{[RSE (x)]^2 + [RSE (y)]^2}$$

Considering the example from the paragraph *Calculation of Standard Error*, the estimate of part-time employees as a proportion of all employees (6,690,000) is 23.7%. The standard error for 6,690,000 is approximately 24,500 so the relative standard error is 0.4%. The relative standard error for 1,586,200 is 0.9%. Applying the above formula, the relative standard error of the proportion is $\sqrt{(0.9)^2 + (0.4)^2}$ or 0.8%, giving a standard error for the proportion (23.7%) of 0.2 percentage points. Therefore, there are about two chances in three that the proportion of part-time employees is between 23.5% and 23.9% and 19 chances in 20 that the proportion is within the range 23.3% to 24.1%.

SAMPLING ERROR

Published estimates may also be used to calculate the difference between two survey estimates (of numbers or percentages). Such an estimate is subject to sampling error. The sampling error of the difference between two estimates depends on their standard errors and the relationship (correlation) between them. An approximate standard error (SE) of the difference between two estimates (x-y) may be calculated by the following formula:

$$SE (x-y) = \sqrt{[SE (x)]^2 + [SE (y)]^2}$$

While this formula will only be exact for differences between separate and uncorrelated characteristics or subpopulations it is expected to provide a good approximation for all differences likely to be of interest in these tables.

NON-SAMPLING ERROR

The imprecision due to sampling variability, which is measured by the standard error, should not be confused with inaccuracies that may occur because of imperfections in reporting by interviewers and respondents and errors made in coding and processing data. Inaccuracies of this kind are referred to as the *non-sampling error*, and they may occur in any enumeration, whether it be a full count or a sample. Every effort is made to reduce the non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers and efficient operating procedures.

STANDARD ERRORS OF ESTIMATES

	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia	
									Relative standard error	
Size of estimate	no.	no.	no.	no.	no.	no.	no.	no.	no.	%
100				140	140	100	130	90		
200			220	200	210	140	170	130	200	101.5
300	360	310	280	240	250	170	210	160	260	85.7
500	470	410	360	310	320	230	260	200	340	69.0
700	560	480	430	370	380	270	300	240	420	59.5
1 000	670	580	510	440	450	320	350	280	510	50.8
1 500	810	710	620	530	550	380	430	330	630	42.2
2 000	940	820	720	610	620	430	480	370	740	37.0
2 500	1 050	900	800	650	700	450	550	400	850	33.3
3 000	1 150	1 000	850	750	750	500	600	450	900	30.5
3 500	1 200	1 100	950	800	800	550	650	450	1 000	28.3
4 000	1 300	1 150	1 000	850	850	600	650	500	1 050	26.6
5 000	1 450	1 300	1 100	900	950	650	750	550	1 200	23.8
7 000	1 700	1 500	1 300	1 050	1 100	700	850	650	1 400	20.2
10 000	2 000	1 750	1 500	1 250	1 300	800	1 000	750	1 700	16.9
15 000	2 400	2 100	1 800	1 500	1 500	950	1 200	850	2 050	13.7
20 000	2 700	2 400	2 050	1 700	1 700	1 050	1 400	950	2 350	11.8
30 000	3 200	2 850	2 450	2 000	2 050	1 200	1 700	1 100	2 850	9.5
50 000	4 000	3 550	3 000	2 450	2 500	1 400	2 150	1 350	3 600	7.2
100 000	5 300	4 700	4 000	3 200	3 300	1 650	3 000	1 750	4 900	4.9
150 000	6 250	5 550	4 700	3 700	3 850	1 850		2 000	5 850	3.9
200 000	7 000	6 200	5 250	4 100	4 250	1 950			6 600	3.3
300 000	8 150	7 200	6 100	4 750	4 950				7 850	2.6
500 000	9 850	8 700	7 400	5 700	6 000				9 650	1.9
1 000 000	12 650	11 100	9 450	7 150	7 650				12 600	1.3
2 000 000	16 050	14 050	12 000						16 300	0.8
5 000 000	21 650								22 500	0.4
10 000 000									28 300	0.3

GLOSSARY

Absence from work	An absence from the workplace during normal working hours for more than 3 hours. An absence due to normal working arrangements, such as a rostered day off, time off on flex leave or time off in lieu is NOT included under this definition. Absences due to workers compensation are not included.
Employees	Employed persons aged 15 years and over who worked in their main job for an employer for wages or salary or in their own business (either with or without employees), if that business was a limited liability company. Excludes persons still attending school.
Bereavement leave	A short period of leave granted upon the death of a close family relative.
Casual employees in main job	Employees who were not entitled to either <i>annual leave</i> or <i>sick leave</i> .
Dependants	All family members under 15 years of age; all sons or daughters aged 15 to 19 attending school or aged 15 to 24 attending a tertiary educational institution full time, except those classified as husbands, wives or lone parents.
Employment benefits	Concessions, allowances or other privileges received by or provided to employees in their main job in addition to wages or salary while the employees were working for their current employer.
Examination leave	Refer to <i>Study leave</i> .
Family	<p>Two or more related persons (<i>relationship</i> includes relationships by blood, marriage or adoption) usually resident in the same household at the time of the survey. A family comprises a married couple or a family head together with any persons having any of the following relationships with them:</p> <ul style="list-style-type: none">▪ sons or daughters of any age, if not married and with no children of their own present;▪ other relatives if not accompanied by a spouse, sons or daughters, or parents of their own; or▪ any children under 15 years of age who do not have a parent present. <p>Further details on the determination of family relationships are given in <i>Labour Force, Australia</i> (6203.0).</p>
Flex leave	Time off that must be made up elsewhere or that is granted for time that has already been made up by working extra hours. See also <i>Time off in lieu</i> .
Formal childcare	<p>Includes any arrangements made for the care of children under 12 years of age at or by one or more of the following:</p> <ul style="list-style-type: none">▪ a preschool;▪ a childcare centre;▪ family day care;▪ a full day care centre;▪ before and/or after school care (attendance at school is not classed as formal child care);▪ the workplace

Full-time employees in main job	All employees for whom 'full-time' was the response to the question 'Is your main job full-time or part-time?'
Holiday leave	Provision by employers of paid holiday leave, which normally accrues during a set period and can be taken at an approved time. This is collected by enumerating responses to the question 'Does your employer provide you with paid holiday leave?'. Respondents may have indicated use of this type of leave for their most recent absence.
Hours worked	The number of hours actually worked during the reference week.
Industry	Unless otherwise specified all occurrences of industry in these tables refer to Industry Division as defined by the <i>Australian and New Zealand Standard Industrial Classification (ANZSIC) 1993</i> , and relate to main job. However, unpublished industry data is available at Industry Group level.
Irregular shift	Describes shifts that do not follow a set pattern.
Long-service leave	Provision by employers or industries of long-service leave to any employee, as collected by responses to the question 'Does your employer or industry provide long-service leave?'. Persons who 'did not know' whether they were provided with long-service leave were considered to be not in receipt of this benefit.
Main English speaking countries	The United Kingdom, Ireland, Canada, the United States of America, New Zealand and South Africa.
Main job	The job in which most hours were usually worked.
Maternity leave	Leave for women to bear children, covering the period preceding and following the birth of the child.
Occupation	Unless otherwise specified all occurrences of occupation in this publication refer to Major Group as defined by the <i>Australian Standard Classification of Occupations (ASCO), 1986</i> .
On call	A shift arrangement, in which an employee is paid a separate, additional amount for being available, when not at work, to be contacted to resume work.
Overtime	Work undertaken which is outside, or in addition to, the normal working hours of the respondent in their main job.
Part-time employees in main job	All employees for whom 'part-time' was the response to the question 'Is your main job full-time or part-time?'
Part-time hours in main job	Employees who usually work less than 35 hours a week in their main job.
Parental leave	Leave taken by either parent to care for infants.
Paternity leave	Leave for men to attend the birth of their child.
Permanent employees in main job	Employees who were entitled to <i>annual leave</i> or <i>sick leave</i> in their main job.
Recreation leave	Refer to <i>Holiday leave</i> .

Regular shifts	<p>Are where a person works to fixed times. The types of regular shift and their hours worked are as follows:</p> <ul style="list-style-type: none"> ▪ Morning shift — between 6.00 am and 12.00 pm ▪ Afternoon shift — between 12.00 pm and 5.00 pm ▪ Evening, night or graveyard shift — between 5.00 pm and 6.00 am. <p>If an employee started a shift in one time period, but finished in another, the shift was recorded according to which time period the respondent worked the majority of their hours.</p>
Rostered day off	Rotating system of days off for employees whose work demands above standard hours. Employees working under this arrangement are entitled to a rostered day off, with pay, to compensate for the hours worked above standard hours.
Rotating shift	A shift arrangement, in which the shift worked changes periodically from one time period to another, for example from mornings or afternoons to evenings or nights.
Sector of main job	Is used to classify a respondent's employer as a public or private enterprise. Public sector includes local government authorities, government department, agencies and authorities created by, or reporting to, the Commonwealth and State parliaments. In August 1995 there were 48,700 persons for whom sector could not be determined. These persons were included in the private sector for the purpose of these tables.
Shift work	A system of working whereby the daily hours of operation at the place of employment are split into at least 2 set work periods (shifts), for different groups of workers.
Size of location	The number of persons employed at the location of the respondent's main job.
Sick leave	Provision by employers of paid sick leave, as collected by responses to the question 'Does your employer provide you with paid sick leave?'.
Split shift	Occurs when the workday period is broken by an extended unpaid 'free' period, thereby constituting an extended working day consisting of 2 (or more) shifts.
Standard benefit	Provision by employer of holiday leave, sick leave, long-service leave or superannuation benefit.
Study leave	Leave to attend classes, examinations and to study for a qualification from an educational institution.
Superannuation	Membership of a superannuation or retirement benefits scheme, but only if the scheme was arranged or provided by the person's current employer even if the employer did not contribute to the fund.
Time off in lieu	Time off that must be made up elsewhere or that has already been made up by working extra hours.
Trade union	

Trade union	An organisation consisting predominantly of employees, the principle activities of which are the negotiation of rates of pay and conditions of employment for its members. This classification excludes some professional associations which only accord professional status in a field, for example the Library Association of Australia; but includes professional associations which serve members work-related interests, for example the Australian Journalists Association. These organisations are sometimes known as employee associations.
Unapproved leave	Is unofficial or informal leave, that has not been granted by the employer.
Wage and salary earner	Refer to <i>Employees</i> .
Weekly earnings	Amount of 'last total pay' from wage and salary jobs prior to the interview (i.e. before taxation and other deductions had been made). For persons paid other than weekly, earnings were converted to a weekly equivalent. No adjustment was made for any back payment of wage increases or pre-payment of leave, etc.
Workers compensation	Leave taken due to illness or injury sustained while at work or on a journey to or from work; or an aggravation of a pre-existing condition where employment was a contributory factor.

SPECIAL DATA SERVICES

DATA ITEMS AND HOW TO ORDER SPECIAL TABLES FROM THIS SURVEY

The ABS offers a range of unpublished data from this survey upon request.

This section specifies the data items, categories and populations which relate to the survey. More detailed breakdowns of some data items are available on request.

The population(s) for a particular data item refers to the persons in the survey to whom the data item relates.

Refer to the glossaries in this publication and *Labour Force, Australia* (6203.0) for definitions of data items.

POPULATIONS

POPULATION 1: All employees in main job

POPULATION 2: All employees who work part-time hours in their main job

POPULATION 3: All employees entitled to rostered days off in their main job

POPULATION 4: All employees who usually work overtime in their main job

POPULATION 5: All employees who worked shift work in the last four weeks

POPULATION 6: All employees with children aged under 12 years

POPULATION 7: All employees who had an absence from work of at least three hours in the last two weeks

NB: All populations exclude persons attending school.

DATA ITEM	POPULATIONS	DATA ITEM	POPULATIONS
1 STATE OF USUAL RESIDENCE	ALL	6A RELATIONSHIP IN HOUSEHOLD (1)	ALL
New South Wales		Family member	
Victoria		Husband or wife	
Queensland		With dependants	
South Australia		Without dependants	
Western Australia		Lone parent	
Tasmania		With dependants	
Northern Territory		Without dependants	
Australian Capital Territory		Dependent student	
2 AREA OF USUAL RESIDENCE	ALL	Non-dependent child	
Capital City		Other family person	
Balance of State or Territory		Non-family member	
3 REGION OF USUAL RESIDENCE	ALL	Lone person	
Standard labour force dissemination regions		Not living alone	
4 SEX	ALL	Family status not determined	
Males		6B RELATIONSHIP IN HOUSEHOLD (2)	ALL
Females		Family member	
5 MARITAL STATUS	ALL	Husband or wife	
Married		With children under 15	
Not-married		Without children under 15	
		Lone parent	
		With children under 15	
		With dependent students but without children under 15	
		Without dependants	
		Dependent student	
		Non-dependent child	
		Other family person	
		Non-family member	
		Lone person	
		Not living alone	
		Family status not determined	

DATA ITEM	POPULATIONS
7A BIRTHPLACE AND PERIOD OF ARRIVAL	ALL
Born in Australia	
Born outside Australia	
Arrived before 1961	
Arrived 1961 — 1970	
Arrived 1971 — 1980	
Arrived 1981 — 1990	
Arrived 1991 to survey date	
7B BIRTHPLACE (1)	ALL
Born in Australia	
Born outside Australia	
Born in main English speaking countries(a)	
Born in other countries	
(a) Comprises UK, Ireland, Canada, South Africa, USA and New Zealand.	
7C BIRTHPLACE (2)	ALL
Born in Australia	
Born outside Australia	
Oceania	
New Zealand	
Europe and the former USSR	
Germany	
Greece	
Italy	
Netherlands	
United Kingdom and Ireland	
Former Yugoslav Republics	
The Middle East and North Africa	
Lebanon	
Southeast Asia	
Malaysia	
Philippines	
Viet Nam	
Northeast Asia	
China	
The Americas	
Other	
India	
8 AGE	ALL
15 — 19	
20 — 24	
25 — 29	
30 — 34	
35 — 39	
40 — 44	
45 — 49	
50 — 54	
55 — 59	
60 — 64	
65 and over	
9 FULL-TIME AND PART-TIME EMPLOYEES IN MAIN JOB	ALL
Full-time employees	
Part-time employees	
10 FULL-TIME AND PART-TIME WORKERS	ALL
Full-time workers	
Part-time workers	

DATA ITEM	POPULATIONS
11 OCCUPATION OF MAIN JOB	ALL
Managers and administrators	
Professionals	
Para-professionals	
Tradespersons	
Clerks	
Salespersons and personal service workers	
Plant and machine operators, and drivers	
Labourers and related workers	

Note: Data available at ASCO Unit Group (4-digit) level.

12 INDUSTRY OF MAIN JOB	ALL
Agriculture, forestry and fishing	
Mining	
Manufacturing	
Electricity, gas and water supply	
Construction	
Wholesale trade	
Retail trade	
Accommodation, cafes and restaurants	
Transport and storage	
Communication services	
Finance and insurance	
Property and business services	
Government administration and defence	
Education	
Health and community services	
Cultural and recreational services	
Community services	
Personal and other services	

Note: Data available at ANZSIC Unit Group (3-digit) level.

13 SECTOR OF MAIN JOB	ALL
Public	
Private/Don't know	
Private	
Don't know	
14 PERMANENT OR CASUAL EMPLOYEES IN MAIN JOB	ALL
Permanent	
Casual	
15 SIZE OF LOCATION IN MAIN JOB (EMPLOYEES)	ALL
Less than 10	
10 — 19	
20 — 99	
100 or more	
Don't know	
16 HOURS WORKED IN MAIN JOB	ALL
0 or less than 1	
1 or more	
1 — 14	
15 — 19	
20 — 24	
25 — 29	
30 — 34	
35	
36 — 39	
40	
41 — 44	
45 — 48	
49 and over	

DATA ITEM	POPULATIONS
17 HOURS WORKED IN ALL JOBS	ALL
0 or less than 1	
1 or more	
1 — 14	
15 — 19	
20 — 24	
25 — 29	
30 — 34	
35	
36 — 39	
40	
41 — 44	
45 — 48	
49 and over	
18 WEEKLY EARNINGS IN MAIN JOB(\$)	ALL
Under 40	
40 " 80	
80 " 120	
120 " 160	
160 " 200	
200 " 240	
240 " 280	
280 " 320	
320 " 360	
360 " 400	
400 " 440	
440 " 480	
480 " 520	
520 " 560	
560 " 600	
600 " 640	
640 " 680	
680 " 720	
720 " 760	
760 " 800	
800 " 840	
840 " 880	
880 " 920	
920 " 960	
960 " 1000	
1000 " 1040	
1040 " 1080	
1080 and over	
19 TRADE UNION MEMBERSHIP	ALL
Member of a trade union	
Not a member of a trade union	
Membership status not known	
20 TYPE OF STANDARD BENEFIT RECEIVED	ALL
No benefits	
One or more benefits	
Superannuation	
Holiday leave	
Sick leave	
Long service leave	
21 WHETHER START AND FINISH TIMES ARE FIXED	ALL
Start and finish times are not fixed	
Variable daily	
Not variable daily	
Start and finish times are fixed	
Times were negotiated with employer	
Times were not negotiated with employer	

DATA ITEM	POPULATIONS
22 WHETHER ABLE TO WORK EXTRA HOURS IN ORDER TO TAKE TIME OFF	ALL
Able to work extra hours	
Unable to work extra hours	
23 WHETHER ENTITLED TO A ROSTERED DAY OFF	ALL
Entitled to a rostered day off	
Not entitled to a rostered day off	
24 FREQUENCY OF ROSTERED DAYS OFF	3
Entitled to a rostered day off	
Every week	
Every fortnight	
Every month	
Other	
Not entitled to a rostered day off	
25 WHETHER HAD A ROSTERED DAY OFF IN THE LAST FOUR WEEKS	3
Had a rostered day off in last four weeks	
Did not have a rostered day off in last four weeks	
26 WHETHER CAN CHOOSE WHEN A ROSTERED DAY OFF IS TO BE TAKEN	3
Has some choice in when a rostered day off is to be taken	
Can choose	
Sometimes can choose	
Has no choice in when a rostered day off is to be taken	
27 WHETHER OVERTIME IS WORKED ON A REGULAR BASIS	ALL
Overtime is worked on a regular basis	
Overtime is not worked on a regular basis	
28 HOURS OF OVERTIME USUALLY WORKED EACH WEEK	4
1 — 4	
5 — 9	
10 — 14	
15 — 19	
20 — 24	
25 and over	
29 WHETHER MOST RECENT PERIOD OF OVERTIME WAS PAID AND METHOD OF PAYMENT	4
Paid overtime	
Normal time	
Time and a half	
Double time	
Rate varied	
Set overtime allowance	
Other	
Don't know	
Included in salary package	
Time off in lieu	
Unpaid overtime	
Other arrangements	
30 WHETHER WORKED SHIFT WORK IN THE LAST FOUR WEEKS	1-4, 6-7
Worked shift work in the last four weeks	
Did not work shift work in the last four weeks	

DATA ITEM	POPULATIONS	DATA ITEM	POPULATIONS
31 TYPE OF SHIFT WORKED IN MOST RECENT SHIFT Rotating Regular morning Regular afternoon Regular evening, night or graveyard Split shift On call Irregular Other	5	36 DAYS OF THE WEEK USUALLY WORKS IN MAIN JOB Monday to Friday Nine day fortnight Days vary from week to week Days vary from month to month Other Usually works week days only Usually works weekends only Works some week days and some weekends	ALL
32 HOURS WORKED IN MOST RECENT SHIFT 1 — 3 4 — 7 8 9 — 11 12 13 — 18 19 — 24 25 or more hours	5	37 WHETHER HAD ANY CHILDREN AGED UNDER 12 YEARS Had children aged under 12 years Did not have children aged under 12 years	ALL
33 NUMBER OF DAYS WORKED IN A ROW IN MOST RECENT PERIOD OF SHIFT WORK One Two Three Four Five Six Seven Other	5	38 AGE OF YOUNGEST CHILD Under 3 years Under 2 years 2 and under 3 years 3 to 5 years 6 and under 12 years	6
34 WHETHER CAN CHOOSE WHEN TO TAKE HOLIDAYS Can choose Sometimes can choose Cannot choose	ALL	39 WHETHER USED FORMAL CHILDCARE IN THE LAST FOUR WEEKS AND TYPE OF FORMAL CARE Used formal childcare Before and/or after school care Long day care centre Family day care Occasional Care Centre Vacation Care Pre-school or kindergarten Other formal care Did not use formal childcare Don't know	6
35 MAIN REASON FOR WORKING PART-TIME HOURS IN MAIN JOB Personal reasons Own ill health, physical disability or pregnancy Attending an educational institution Welfare payments or pensions may be affected Family reasons Caring for ill or disabled children Caring for aged person Caring for other ill or disabled person Other family reasons Childcare Unable to find suitable childcare Cost, or too expensive Children too young or too old Prefer to look after children Other childcare reasons Not enough work available Own choice No other jobs available Standard work arrangements or requirement of the job Because of hours in other job(s) Other reasons Don't know	2	40 MAIN REASON FOR NOT USING FORMAL CHILDCARE Used formal childcare Did not use formal childcare No need Cost, or too expensive Not available at all Transport or distance Booked out/no places available Children too young or too old Prefer to look after children Other Don't know Don't know whether use formal childcare	6
		41 WHETHER USED INFORMAL CHILDCARE Used informal childcare Child's parents or guardian Child's grandparents (Step)brother or (step)sister of child Other relatives Neighbours or friends Nanny or person privately employed for childcare Other Did not use informal childcare Don't know Not determined	6

DATA ITEM	POPULATIONS	DATA ITEM	POPULATIONS
42 NUMBER OF EMPLOYEES IN HOUSEHOLD	6	46 MAIN REASON FOR MOST RECENT ABSENCE	7
Sole employee in household		Personal reason	
Married		Recreational purposes	
Not married		Attending a medical or dental appointment	
Spouse or partner also an employee		Own ill health, physical disability or pregnancy	
Not determined		Attending a funeral or death in family	
43 WHETHER HAD AN ABSENCE FROM MAIN JOB IN THE LAST TWO WEEKS	ALL	Attending an educational institution, study or exams	
Had an absence in the last two weeks		Home maintenance	
Did not have an absence in the last two weeks		Other personal reasons	
44 NUMBER OF DAYS OFF IN THE LAST TWO WEEKS	7	Family reasons	
Had an absence in the last two weeks		Caring for aged, ill or disabled person	
One or more whole days off		Caring for ill or disabled children	
1 whole day		Caring for aged person	
2 whole days		Caring for other ill or disabled person	
3 — 5 whole days		Child-related reason	
6 — 9 whole days		Pupil free days or school vacation	
10 whole days or more		Difficulty with childcare	
Absent whole period		Attend school activities	
Only part days off		Other family reasons	
45 DAY OF THE WEEK ON WHICH MOST RECENT ABSENCE OCCURRED	7	No particular reason	
Last week		Work related reason	
Monday		Other	
Tuesday		47 TYPE OF LEAVE TAKEN FOR MOST RECENT ABSENCE	7
Wednesday		Holiday leave	
Thursday		Study leave/examination leave	
Friday		Sick leave	
Saturday		Long service leave	
Sunday		Bereavement leave	
Week before last		Maternity leave	
Monday		Paternity leave	
Tuesday		Parental leave	
Wednesday		More than one type of leave	
Thursday		Unapproved leave	
Friday		Other	
Saturday		48 WHETHER PAID OR UNPAID LEAVE FOR MOST RECENT ABSENCE	7
Sunday		Paid	
		Unpaid	
		Both	
		Don't know	

NEED MORE DATA?

WHAT INFORMATION IS AVAILABLE?

See the list of data items and survey populations on pages 49 -53. Data items from this list may be cross-classified to produce tables to your specifications.

COST

The cost of special data tables is available on request, but will depend on the number of data items, and their degree of detail.

METHOD OF PAYMENT

Payment can be made by credit card or on receiving our invoice (the invoiced cost is payable in full within 28 days of supply).

AVAILABLE ON PAPER OR FLOPPY DISK

Special data tables can be made available as printed tables or on floppy disk in a variety of formats to suit specific software packages.

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